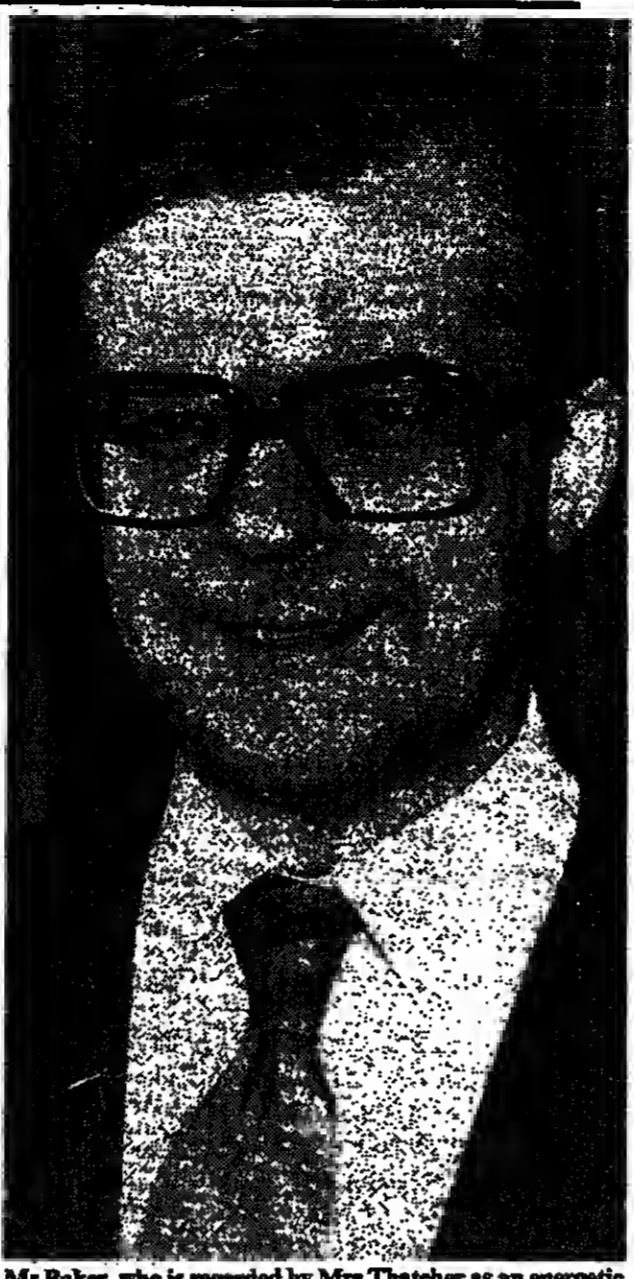


Thatcher reshuffle freshens Cabinet's electoral appeal

Baker put in charge of education

The Prime Minister embarked on an attempt to freshen the Cabinet's appeal last night in the run-up to the next general election by appointing two of her best communicators to take charge of education and transport and stem the loss of votes which both issues are costing the Government. Mr Kenneth Baker, brought into the Cabinet last year, has been swiftly promoted to take over from Sir Keith Joseph as Secretary of State for Education and Science, and Mr John Moore has been elevated to replace Mr Nicholas Ridley as Secretary of State for Transport.



Mr Baker, who is regarded by Mrs Thatcher as an energetic minister and adroit arguer.

But the third major appointment in a strictly limited reshuffle, Mr Ridley's movement to the Department of Environment to take over from Mr Baker, provoked surprise and consternation among Conservative MPs. With Tory MPs pressing for a more sympathetic rate support grant settlement this year, calling for additional spending on housing and improvement grants in the forthcoming public spending negotiations, and with "green" issues expected to play an increasingly important role before the election, the appointment of a non-interventionist minister who favours even tighter public spending was described as inappropriate by several senior MPs. One former minister said last night: "I am quite staggered. She has solved one presentation problem and created an even bigger one."



Mr Moore, only newcomer to the Cabinet.



Mr Ridley, whose appointment surprised Tory MPs.

Teachers hail report as Joseph's epitaph

By Lucy Hodges Education Correspondent The annual report from the school inspectors (HMI) was hailed yesterday as a fitting epitaph for Sir Keith Joseph, Secretary of State for Education and Science, for the past five years. Teachers' unions chose to emphasize the report's spotlighting of poor accommodation, inadequate resources, too few books and shabby furniture rather than its damning indictment of the quality of teaching in state schools. Based on visits to more than 1,648 schools, it found 30 per cent of all lessons to be unsatisfactory with many teachers unable to appreciate the potential and needs of the children they were teaching. A quarter of all schools were suffering from shortages of equipment and the condition of the buildings continued to deteriorate. There has been no improvement in the state of school buildings since 1981. "In some schools and colleges the conditions in which teaching and learning take place adversely affect the quality of pupils' and students' work and do nothing to encourage their sense of enjoyment and pride in their school or college," said the report. Mr Doug McAvooy, deputy

general secretary of the National Union of Teachers, said the report was a "devastating indictment" of the Joseph years. "It reflects what parents and teachers have been saying for a long time - that many schools are desperately short of books and equipment and those that are not are being bailed out by parents." Mr Peter Smith, assistant general secretary of the Assistant Masters and Mistresses Association said: "Just as he flies the coop the political chickens are coming home to roost." Mr David Hart, general secretary of the National Association of Head Teachers, acknowledged the criticisms of teaching quality. The report reinforced that the state education system was in crisis, he said. "The Government must move urgently to repair its scandalous neglect of the state system and it must underwrite the ACAS talks which could go a long way to sort out the profession's own problems of teacher appraisal." Sir Keith said for him the main message was schools and colleges needed not only adequate resources, but also better trained and deployed teachers, as well as better management and leadership. "Only then will our policies for education bear fruit in higher standards of pupil and student achievement. That is a message on which all concerned with education need to reflect. I urge them to study this report closely." Pointing out that local education authorities had budgeted to spend 8.5 per cent more than last year on education, he said this was a lot more than the cost increases they faced, especially in view of a drop of nearly 2 per cent in pupils. "I look to local education authorities to use some of that increase in their spending to make good the deficiencies which HMI have identified," he said. Report details, page 3

Militant hearing turns to farce

By Anthony Bevis Political Correspondent Labour's National Executive Committee hearing of the case against Liverpool's leading Militant turned into a farcical trial of patience and a test of legal footwork at the party's headquarters in London yesterday. After a six-hour session of procedural grandstand, punctuated with repeated adjournments, consultation with lawyers, a sandwich lunch, and even a chorus of Happy Birthday for Miss Frances Curran, a Militant-supporting member of the executive, Mr Neil Kinnock and his colleagues began to hear the defence of the first of the eight accused, Mr Tony Mulhearn, president of the Liverpool district Labour Party. Having already failed to launch the long-awaited hearing because of left-wing walkouts last March, it had been hoped that a two-day sitting of the executive would complete expulsion proceedings against the eight, including Mr Derek Hutton, deputy leader of Liverpool council. In the event, Mr Mulhearn managed to tie the executive up with requests for legal representation, legal consultation, a new defence submission and threats of a High Court injunction. A senior party source said after three hours that it was hoped the cross examination of Mr Mulhearn would now commence. One hour later, Mr Mulhearn walked out of the hearing, refusing to recognize the jurisdiction and authority of the executive. But the defence was then read into the record by Mr Larry Whitty, the party general secretary. Then, at 3.40pm - six hours into the hearing - the executive received two simultaneous messages. The first, from Mr Mulhearn's solicitors, informed the executive that they would be applying for a High Court injunction to halt the proceedings. The second came from Mr Mulhearn himself, saying that he would not seek an injunction and asking whether he could return to the executive and take up where he had left off. That request was granted, and it was pointed out that the executive would therefore hear Mr Mulhearn's defence in duplicate, Mr Whitty having already completed his reading of Mr Mulhearn's written submission, and that there could be no question of a lack of opportunity for Mr Mulhearn to put his case. The party said: "It is quite clear that tactics are being employed to string out and to frustrate the proceedings. They show that Mr Mulhearn has scant regard for the jurisdiction of the national executive." Among the haul taken in a

Crackdown on security for UK diplomats

By Richard Evans, Lobby Reporter A massive security clampdown is being enforced at Britain's diplomatic posts overseas because of the growing terrorist threat, it was disclosed last night. Some missions are to be relocated because of existing dangers. Details of the improved protection were given to the Commons Foreign Affairs Select Committee by Sir Antony Acland, head of the diplomatic service, who produced a catalogue of 41 incidents, including 25 bombings and four deaths, involving British officials and premises overseas since 1976. Thirteen incidents occurred in western Europe, 11 in the Middle East, six in Africa, five in Latin America and six elsewhere. The crackdown comes after a top-level review by the Foreign Office, which concluded that "it needed to pay more attention to protecting its staff and property in a world increasingly under threat from terrorism and other forms of violence". Sir Antony told MPs last night: "There has been a very regrettable increase in the threat from terrorism in a number of countries. There has also been an increase in general lawlessness, violent crime, break-ins at homes, muggings and so on." A report, presented to ministers last November, recommended closer management of security in London and a new Foreign Office committee has been set up to coordinate work. The report called for improvements to overseas missions and added: "Some missions may need to be relocated in safer sites. Others will need to have their defences strengthened." In written evidence to MPs on the diplomatic posts under the biggest threat, the Foreign Office says: "The list of these posts varies as the threat changes and as counter-measures are taken. It is impossible to know where terrorists are going to strike next but certain posts in the Middle East, Africa and Central America are of special concern, for example Beirut and San Salvador. At these posts staff numbers are kept to the minimum level compatible with operational needs." At missions and residences facing a high threat of violence, the improvements include perimeter lighting and protection, closed-circuit TV, incident and intruder alarm systems, and "safe havens", additional trained guards; armoured-protected vehicles for heads of missions; and the movement of missions or staff accommodation. Sir Antony told the select committee that the Foreign Office did not want to "throw in the sponge" at missions most at risk from terrorism. "We prefer to enhance security and continue to be represented where the Government and Parliament think Britain should be represented."

£15m art theft at Irish mansion

By Richard Ford Art treasures valued at more than £15 million, including masterpieces by Vermeer and Goya, were stolen from a country mansion in the Irish Republic yesterday in the second raid on the building in 12 years. Seven of the 17 paintings lifted in their frames from the walls of the home of Sir Alfred Beit were removed four miles away by three boys on a fishing trip late in the afternoon. The paintings were found near a van, stoleo from Dublin last week, and had been dumped in a ditch and two were slightly damaged. But the 10 most famous and valuable pictures, including Vermeer's Lady Writing a Letter and Goya's Dona Antonia Zarate, were still missing last night as suspicions grew that Republican para-militaries were behind the theft from Rusborough Wicklow. They include the Cavalier Continued on page 2, col 4



I wish someone would STEAL my paintings.

Tomorrow Yesterday's children

How the flower children of the swinging Sixties are facing up to middle age in the entrepreneurial Eighties

Portfolio Gold There is £8,000 to be won in today's Times Portfolio Gold competition, double the usual daily prize. The competition was not held yesterday because of technical problems outside our control concerning the prices list. Details of where to obtain a Portfolio Gold card, page 3. Portfolio list, page 24; rules and how to play, information service, page 20.

IRA arms cache plot smashed

By Richard Ford A plot to supply and smuggle arms, including ground-to-air missiles, to the Provisional IRA has been smashed by the FBI. Eight men, including one from Belfast and three from the Irish Republic, appeared in a US court yesterday, charged with attempting to buy weapons for terrorists for use against security forces in Northern Ireland. They were trapped after a 12-month inquiry by agents posing as arms dealers. The men were arrested in Bedford, a suburb of Boston, after allegedly attempting to buy weapons from the undercover agents. The consignment would have included automatic weapons, ammunition and, most importantly, ground-to-air missiles which the Provisional IRA have long wanted to attack helicopters ferrying supplies and troops to outlying border areas. The breaking of the expensive and daring plan by the Provisional IRA to secure much-needed weapons is the latest success by security forces in the US, Europe, the Republic and Northern Ireland. It is a major setback for the Provisional IRA, but demonstrates that despite attempts by the US Government to crack down on fund-raising for the terrorists, there is cash available and sympathizers prepared to help in gun-running. It is the second time in 20 months that security forces have broken the Boston connection of the Provisional IRA. The terrorists badly need a major supply of arms. Cianan Hughes, aged 24, from Belfast was arraigned at a Boston district court on charges of violating the United States Arms Export Control Act. The other men detained were: John FitzGerald, aged 29, from Co Kerry; James Boyle, aged 35, from Co Donegal; and Noel Murphy, aged 26, an Irish citizen living in Boston. The US citizens held were: Roy Willey, aged 27; Steven MacDonald, aged 34; John MacDonald Jr, aged 36; and Michael McLoughlin, aged 27, all from Boston.

Miners struggle to defuse Chernobyl

From Christopher Walker, Moscow Nearly a month after the Chernobyl disaster, the Soviet authorities have released details of the military-style operation by a team of 400 specially-recruited cool miners who are working against a strict deadline to complete the construction of a giant concrete cooling slab under the crippled reactor. Although the authorities have given no indication of the length of the deadline by which the slab must be in place to prevent the reactor posing new risks of contamination, they have assured the public that it will be met despite the hazardous work conditions. Because of the dangerously high radiation levels, the miners, from the famous Donbass coalfields, are being driven to and from the tunnel in high-speed armoured troop carriers. All wear special respirators nicknamed "petals" to prevent them inhaling radioactive dust from the sandstone in which the digging is taking place. Yesterday for the first time, the trade union paper Trud described the details of the operation. It said the difficult first stage of the tunnel had been completed by squads of men who had worked on the Moscow Metro and who had now left the site. somewhat more manageable way of saying transfer and automated registration of uncertificated stock. This new service, according to the Stock Exchange, will cost about £6 million to develop and will replace certificates with automatic electronic entries on companies' register of members. The aim is that the new system, which will appeal mainly to institutions, will simplify the transfer of share ownership, thereby reducing processing costs and largely removing the need for safe custody and storage of certificates. The TAURUS nickname, if a little contrived, is perhaps a happy choice. It certainly beats LOAFs, the large open area floor space required to provide stockbrokers with their vast dealing rooms. The name, with its bullish connotations, is possibly a good omen. It arrived as investors halted a steep fall in the FT 30-share index. And talking of good luck charms, TAURUS links in with TALISMAN (transfer accounting lodgement for investors, stock management for jobbers) which is the method in which the Stock Exchange settles the buying and selling of shares. With TAURUS comes the TAURUS account holder, who naturally brings with him the TAURUS sub-account holder, both of whom will be key elements in the new environment. Account holders will have direct access, via an on-line

Spending warning by Lawson

By Sarah Hogg Economics Editor A warning to his new Cabinet colleagues not to demand spending increases was given by the Chancellor last night. In a direct challenge to Government ministers who believe that there should be a "balance" between spending increases and tax cuts, Mr Nigel Lawson claimed that people do not want "a higher bill for the taxpayer". He argued that if the Government spent a bit more here and there, it would soon "be a question of how much taxes have to go up." This is a signal that the Chancellor intends to try to stick to his target of £144 billion for public spending next year. Negotiations with departments on their budgets are only just beginning. However, Mr Lawson carefully avoided mentioning any figure in his speech to the British Venture Capital Association. Despite official figures released yesterday which suggest that the economy slowed down early this year, the Chancellor claimed that the economy is "so strong that it can take both a year-long coal strike and a collapsing oil price in its stride." Feature, page 14

Terminal fate for share certificates

By Lawrence Lever Share certificates - those picturesque pieces of paper that for centuries have adorned many a mantelpiece - are to disappear, the Stock Exchange revealed yesterday. When the financial revolution comes, a piece of paper will no longer be needed to prove the ownership of shares. Instead, changes in share ownership will be courtesy of the computer, which will feed information to company registrars. When the change is introduced in 1989, committees of obscure initials will win again. To add to SROs (self-regulating authorities), not to mention IMRO, ISRO, IBRO and the SIB, we now have TAURUS, a terminal link, to securities accounts operated by the Stock Exchange containing details of shareholdings in registered British and Irish companies. The TAURUS account holder could, for example, be a merchant bank, pension fund, broker/dealer, bank or even an individual who has specifically set himself up to operate a TAURUS account. Sub-accounts will be for the new breed of certificateless shareholders, which could be pension funds, units trusts, or simply Mrs Brown with her small shareholding. They will be represented by the account holders, who will conduct the computerized dialogue necessary to create the new breed of invisible share certificates. Account holders will have direct access, via an on-line

Brain scan for all UK boxers

By Srikanth Sen Brain scans are to become compulsory for all professional boxers taking part in championships in Britain, the British Boxing Board of Control decided at its annual meeting in London yesterday. The scheme will be extended to all boxers holding a licence from the board. It insisted that the scheme was not a pious move brought in because of the recent death of Steve Watt, the Scottish welterweight champion, who died from brain injuries sustained in the ring. Dr Oswald Ross, the board's deputy chief medical officer, emphasized that the scanning of championship boxers was only the starting point for more widespread examinations. More than a century of Bovis innovation, professionalism and consistent achievement can be summed up in a single word - quality. It describes everything we are, everything we do. And never more so than right now: Throughout Britain, Bovis Fee, Bovis Management Contracting (the system we introduced almost two decades ago) and Construction Management are delivering not only superb buildings, of all shapes and sizes, but unrivalled value for money and impeccably-kept schedules. Quality of this order is certainly rare. But if you appoint Bovis for your next project, it's only what you'd expect. For more information, please call John Newton on 01-422 3438. Address: Bovis Construction Limited, Bovis House, Northolt Road, Harrow, Middx. HA2 0EE.

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Table with 2 columns: News items and their page numbers. Includes items like 'House News', 'Features', 'Law Report', 'Leaders', 'Letters', 'Obituary', 'Parliament', 'Sport', 'Chess', 'TV & Radio', 'Drama', 'Weather'.

# University heads launch fierce onslaught on new cuts in funding

By Lucy Hodges, Education Correspondent

University vice-chancellors responded angrily yesterday to a 2 per cent cut in finances, claiming that no university would be better off next year even if they receive slight increases from the University Grants Committee.

Mr Maurice Shock, chairman of the Committee of Vice-Chancellors and Principals, said the overall cut in university funding for the next academic year was closer to 4 per cent because of rises in costs and salaries.

"We are talking about a system which has been run down to the point where, if that continues, we shall in the next 10 years largely demolish one of the country's major assets. University cuts have already reached 20 per cent in real terms and could reach 30 per cent by 1990," he said.

Professor Fred Holliday, Vice-Chancellor of Durham University, said he was appalled by the cuts. "It is going to cause us great difficulties and we really can't understand how a university which stands so high in the regard of employers can be put in this position."

In Scotland, Sir Kenneth

Alexander, Vice-Chancellor of Stirling University, expressed deep concern at the extent of the cuts, which he said amounted to more than 5 per cent in real terms.

"It is clear that a major factor has been size. Apparently the UGC does not allow even a small adjustment to compensate for the increased burden of overheads borne by the smaller universities."

He said there appeared to be a "Scottish factor" which had produced more severe cuts for Scottish universities as a whole than for universities in England. He called on Scottish universities to explore the reasons for this.

Professor Peter Moore, Director of the London Business School, said cuts at London and Manchester business colleges showed "an odd bias" at a time when most people were calling for an expansion of management education.

For the first time, the UGC has allocated 15 per cent of its grants to universities on the basis of quality of teaching and research, with a common level of funding per student which will increase the numbers of fully funded students.

However, Mr Shock said the allocations, which mean 18 institutions will suffer cuts of up to 0.5 per cent, did not necessarily reflect a judgment on quality.

The UGC will write to universities next week, outlining how each department has been assessed for its teaching and research, enabling a national picture on the quality of every university to be established.

Mr Shock said that, while universities accepted the competitive element introduced by the UGC's selectivity exercise, attempts to combine that with cuts were damaging them financially and academically. "Selectivity becomes the sharing out of misery."

He called on the Government to provide £15 million immediately to cover an increase in rates on universities. At Leicester, where Mr Shock is vice-chancellor, the rates have risen by 33 per cent; for universities as a whole, the rise is 13 per cent.

The vice-chancellors maintain that another £100 million must be found for the university system by the end of 1989.

Leader, page 15



The Garda outside the mansion and the stolen Goya masterpiece, Dona Antonia Zarate.

## £15m art treasures stolen

Continued from page 1

by Frans Hals, six paintings by Murillo, and oils by Gainsborough and Sir Joshua Reynolds as well as Metsu's Lady Writing a Letter.

The paintings are so well known that it is virtually certain that whoever took them will be unable to sell them in the art world — they had been given in trust along with Russborough House to the Irish nation by Sir Alfred in 1978.

Last night Sir Alfred, aged 83, who built up what has been described as the most important private art collection in the world said: "It came as a great surprise. We don't know who did it except it appears to have been very professionally done."

Sir Alfred was in London with his wife, Lady Clementine, at the time of the robbery and said the Vermeer



was, apart from one in Buckingham Palace, the only one remaining in private hands.

The gang struck at the rear of the large Georgian mansion 20 miles from Dublin and outwitted the local police and curator of the Beit Foundation who were both alerted when an alarm went off at 2 a.m.

The alarm is linked to the local Garda station, but when they arrived at the mansion to investigate, the curator, Col. Michael O'Shea told them he had checked the house and everything was in order.

But the gang were simply hiding in the grounds waiting for the police to leave before they broke a window.

# Moves to review Commons rules covering privilege

By Philip Webster, Political Reporter

The House of Commons select committee on procedure is expected to be asked to look again at the rules for handling complaints of breaches of parliamentary privilege after the decision early yesterday by MPs not to punish *The Times* for leaking the secret draft of a select committee report.

MPs voted by 158 votes to 124 not to impose sanctions against *The Times* and its lobby reporter, Mr Richard Evans, in spite of a warning from Mr John Biffen, Leader of the Commons, that select committee confidentiality would be disintegrated if they went unpunished.

The Commons Committee of Privileges had found *The Times* report, based on the draft of a committee report on radioactive waste disposal, was a contempt of Parliament and recommended a six-month bar from Parliament against Mr Evans and the loss by *The Times* of one of its accredited places in the Palace of Westminster for the same period.

The Prime Minister and Mr Norman Tebbit, the Conservative Party chairman, were among the ministers who voted against punishment.

Mr Biffen had warned that there would be little point in the privileges committee looking at similar leaks in future if the Commons did not support its judgment in the Evans case.

Its failure to do so effectively left the select committee system without the ancient protection of privilege for private deliberations.

Although disappointed senior Conservative MPs, including select committee chairman, appeared yesterday to have little enthusiasm for making a fast change of the rules, MPs from all parties were saying that they could not be allowed to stay as they were.

The procedure committee had been expected in the next session of Parliament to carry out a review of the work of the select committees, and MPs now expect it to be extended to look at the rules as well.

Mr Biffen said yesterday: "There should be a pause for thought and reflection generally."

The Commons only last March approved new standing orders codifying the application of privilege to the work of select committees.

But ministers accept that there is now a question-mark over the willingness of select committees to refer breaches to the privileges committee and over the attitude of that committee towards imposing sanctions. There will be strong pressure, however, against ending the privilege protection.

Mr Terence Higgins, Conservative MP for Worthing and chairman of the liaison committee of Commons select committee chairmen, said the arguments in favour of retaining the confidentiality of draft reports were not changed by the vote. "This was a decision on an individual case," he said.

Sir Peter Emery, Conservative MP for Honiton and chairman of the procedure committee, said the Commons decision would make the work of the select committees in coming to detailed conclusions considerably more difficult.

But Mr Robin Corbett, Labour MP for Birmingham, Erdington, said the Commons vote had demonstrated the rules of parliamentary privilege were now hopelessly out of date and in need of urgent review and reform.

Parliament, page 4

## Wapping pickets attacked by Hurd

By Stewart Tendler, Crime Reporter

Policing pickets at the News International's plant at Wapping in east London required more than 400,000 man hours of police time and 330 officers have been injured and 851 arrests have been made, the Home Secretary, Mr Douglas Hurd, told the Police Federation at Scarborough yesterday.

Mr Hurd said that the dispute showed "the evils of intimidation connected with mass picketing have not gone away."

"The diversion of police to deal with a dispute not of their making has been a serious drain on resources. More importantly, the safety of police officers is again being put at risk."

"What makes it all the more disgraceful that when arrests are made those concerned are discovered to have no direct connection with the dispute."

Wapping has become the focus for troublemakers, Mr Hurd said. "What happens there on Saturday nights has week by week less and less to do with Sogor's dispute with Mr Murdoch and more and more to do with the itch for excitement and violence."

He said the printworkers had a right to picket peacefully and demonstrate, but if they wanted to exercise those rights they should find ways to do so without opening up their dispute to those who practise violence.

## Name fails to impress the dealers

By Geraldine Norman, Sale Room Correspondent

The name Chippendale attracted a crowd to Dreweatt's auction room in Newbury yesterday, but knowledgeable dealers appeared to have vetoed the furniture on offer and decided that he had not made it.

Dreweatt's was selling furniture from Sir Francis Burrett's Will Trust, which had come from the former family homes, Ramshay Manor, in Wiltshire, and Foremark Hall, in Derbyshire.

An account book kept by Sir Robert Burrett in 1769 records substantial payments to Chippendale, but does not detail what furniture was provided.

The family bought furniture from different sources and it has been forgotten what came from where. The bidders do not seem to have shared Dreweatt's hopes that some of the pieces on offer were made by the master.

Dreweatt's best hopes were pinned on an elaborately carved George III giltwood over-mantel mirror, which resembled Chippendale's designs.

It sold for £23,320, a healthy price for a mirror of the period, but definitely not a Chippendale figure. Some dealers had even been expressed over its date.

A set of six George III carved giltwood granddotes sold for £95,400 to a London dealer, again a healthy price for good period pieces, but not in the Chippendale bracket.

The auction totalled £537,000, a comfortable increase on the £400,000 that Dreweatt's estimated before the auction.

Sotheby's encountered a selective market when it offered a fine range of modern British pictures.

There were particularly high prices for the work of Lowry, with the 1946 "Mill Gates" making £33,000 (estimate £15,000-£20,000) for Harold Harvey, with the 1912 "Field of Flowers" at £36,300 (estimate £20,000-£30,000), and for Jack Butler Yeats with "Leaving the Raft" at £33,000 (estimate £30,000-£40,000).

The sale totalled £1.6 million, with 18 per cent left unsold.

## Dubbins challenges highway arrest

A case of obstruction against Tony Dubbins, general secretary of the National Graphical Association, was adjourned at Thames Magistrates' Court yesterday after his lawyer said the road outside the News International plant that the union leader was arrested in was not a highway.

Mr Geoffrey Robertson, counsel for Mr Dubbins, aged 41, of Ravensden, Bedford, who denies obstructing the highway, said the main road outside the plant in Wapping, east London, the Highway, did not live up to its name because it had been closed to traffic by the police on the night of Mr Dubbins's arrest.

Mr Robertson said that a road was a highway only if "all members of the public are entitled to pass and repass along it".

Mr Robertson agreed that there was no precedent for that defence and the spendiary magistrate, Mr Peter

## Badge, adjourned the case until May 28 to consider if there is a case.

PC Mills said Mr Dubbins had been arrested at 1.36am on March 23 at the junction of The Highway and Glamis Road. Glamis Road had been closed all night to anyone except residents, Mr Robertson said.

PC Mills said a large crowd of demonstrators were blocking the passage of pedestrians and vehicles. Nearly all dispersed when asked by the police, but about five men, including Mr Dubbins, remained.

PC Mills said Mr Dubbins said: "Let's sit down". Mr Dubbins had then sat down with the others in the road, and they formed a semicircle by linking arms.

PC Mills then said: "Come on. You have been told once. Move." They did not and Mr Dubbins was arrested after a brief struggle.

# Tory from the East End moves on upward

By George Hill

John Moore is one of the more amiable and buoyant younger ministers in the Government, with a knack of moving upwards.

He became Financial Secretary to the Treasury in 1983 in the moves after the fall of Cecil Parkinson, and has forged an alliance with Nigel Lawson, the Chancellor.

He is an East End Tory, a benchhand's son who won a scholarship to the Licensed Victuallers' School and went to the London School of Economics determined to learn about finance; though he spared the time there to take part in an expedition from Greece to India retracing the route of Alexander the Great's conquests.

He went into banking and spent five years working in Chicago for rewards which must make his ministerial salary feel quixotic. He is an under-writing member of Lloyd's. In America he married the writer Sheila Tilletson.

Returning to Britain, he was selected to fight Croydon Central in 1974. He scraped into the Commons at the very moment of general Tory defeat. Mrs Thatcher made him a vice-chairman of the party

with special responsibility for youth, and he was made a junior minister as soon as the party regained power in 1979.

## Ridley: monuments to Thatcherism

Mr Nicholas Ridley leaves the Department of Transport after laying the foundations for two of the most characteristic monuments of Thatcherism.

Asked last year why the Government was showing belated signs of interest in the Channel Tunnel project, he replied: "Because she is looking for monuments." The deregulation of his services due to come into effect later this year, will be one of the examples of Thatcherism in action on which voters will be basing their decisions in the next general election.

An intelligent, bespectacled, husky, private man who gives a rather arid impression, he is one of the few Old Etonians to survive in the Tory Cabinet. The younger son of a Viscount, born in 1929, he read engineering at Balliol and planned at first to be an architect.

He became MP for the safe seat of Cirencester and Tewkesbury in 1959 and served as Parliamentary Pri-

late Secretary at the Department of Education from 1962 to 1964. He became a junior minister in the Trade Department soon after the Tories returned to power in 1970, and laid down impeccable Thatcherite credentials in advance by resigning over the interventionist policies of the Heath Government.

His first marriage was dissolved after 14 years in 1974, and he married again in 1979.

## Lamont: black eye healed and forgotten

Norman Lamont has surmounted the handicap of the most notorious black eye in contemporary politics to gain a leg-up from junior office in the Department of Defence to the more strategic junior post of Financial Secretary to the Treasury.

Last summer, with post-Parkinson reverberations still ringing through the Conservative Party, gossip column speculations over his shiner seemed to have jeopardised a promising career. The eye (acquired in circumstances "innocent but complicated", he is reported to have said) soon faded away, and it seems that the memory of it has too.

His shift from the Trade Department to Defence last autumn was at best a sideways move. Until last year, his career had progressed steadily. Born in 1942, he was educated at Loreto School, and at Cambridge was president of the Union.



Mr Lamont (left) and Mr Freeman, who get new jobs.

He became assistant Duncan Sandys, MP, and worked in Central Office, entering the Commons in 1972. Moving up as spokesman through the Arts, Industry, and Energy he served a steady four years in the Department of Trade and Industry.

He has been married since 1971, and has a son and a daughter.

## Freeman: rebel from the Bow Group

Roger Freeman, aged 43, the new Parliamentary Under Secretary for Defence, is an occasionally rebellious accountant-banker with close ties to the Bow Group.

He studied at Balliol College, Oxford, where he became president of the University Conservative Association. He went on to become Treasurer of the Bow Group in 1967 and later managing director of its publications.

A chartered accountant, he has had a distinguished career in the City.

After unsuccessfully contesting Don Valley in 1979, he was elected to Parliament in 1983 as member for the mainly agricultural constituency of Kettering, Northamptonshire. He is married, with one son.

## Baker takes on education

Completed by Lord Trefgarne taking over from Mr Lamont as Minister of State for Defence Procurement, and Mr Roger King, MP for Kettering, being promoted to become Under Secretary of State for the Armed Forces.

While the appointment of Mr Baker had been widely expected, that of Mr Ridley had not. MPs are wondering how it will affect the forthcoming public spending battle. Mr Baker had been preparing to ask for an extra sum of about £2 billion to meet higher local spending. Now he will undoubtedly ask for more for education, but MPs are sceptical whether Mr Ridley will want to fight off the Treasury.

Mr Baker, a highly skilled political operator, impressed Mrs Thatcher with the way he completed the job of abolishing the Greater London Council and defusing the potential time-bomb of rates reform. She regards him as an innovative and energetic minister, an adroit arguer of a case.

Mr Ridley is similarly seen by Mrs Thatcher as a minister who gets things done. The Channel Tunnel and bus deregulation are cited as examples. But MPs on the liberal wing of the party were insisting that Mrs Thatcher would have been better advised to have moved someone like Mr Norman Fowler or Mr Peter Walker into the sensitive post.

## Exchange of friendly letters at resignation

In his resignation letter to Mrs Margaret Thatcher, Sir Keith Joseph said: "For some months I have thought that a fresh voice is needed at the Department of Education and Science to carry forward and develop our policies for better education at all levels of ability in schools and for improved standards in further and higher education."

He said he would enthusiastically support the Government's policies from the back benches and thanked Mrs Thatcher "for unflinching personal warmth and kindness over many years".

In an equally friendly reply, Mrs Thatcher told Sir Keith

that she learnt of his decision to leave the Commons at the next election "with a sad heart".

She said that with other ministers he had been considering new policies for the future and both felt that a new Secretary of State should take over and bring forward proposals for decision.

She paid tribute to Sir Keith's "unique career" and to his "passionate concern for the future of our country and its people and for your rare intellectual grasp of policy in all fields".

Mrs Thatcher also praised his integrity and selflessness.

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# Poor equipment and teaching damage pupils, HMIs say

By Lucy Hodges, Education Correspondent

Poor teaching, neglected buildings, shortages of equipment and ineffective management are identified by the school inspectors (HMIs) as having damaging effects on pupil performance and teacher morale.

In a devastating annual report, published yesterday, the inspectors say that 30 per cent of lessons are below standard, more than in previous years, and that the schools sector of education gives "cause for most concern".

They comment: "It is getting by and providing satisfactorily for most pupils in many places by robbing Peter to pay Paul; doing less; or with the help of sizeable contributions from parents."

There are sharp polarizations in provision between schools in different parts of the country and within the same local education authority.

Although the inspectors are at pains to point out that more money would not solve all the schools' problems, they repeat the warnings of earlier reports about the state of repair of many schools. "The state of repair of much of the country's school building stock is deteriorating."

"Long-standing problems, linked to little sustained improvement in recent years, are threatening to make some school buildings almost unusable. This continued neglect constitutes a serious financial problem for the education service."

Furthermore, grim, neglected buildings do nothing to stimulate and encourage pupils and teachers to give of their best and raise their levels of achievement, or to attract to the teaching profession able and enthusiastic teachers.

The report, the ninth of the inspectors' short annual reports on the effects of local authority spending policies, is as scathing about the quality of some teaching.

In three out of five schools teachers' perception of pupils' potential and needs was inadequate, and in all schools it was

the work of pupils of below average ability which was least satisfactory.

Taking all institutions together, the most frequently noted factor affecting the work was again the quality of teaching, the report said.

The proportion of lessons rated satisfactory or better fell by 5 per cent last year, to 70 per cent, the deterioration being most marked in secondary schools.

An illustration given was a mathematics lesson on ratio. The teacher worked through two examples on the blackboard without asking for any contributions from the pupils, who were then told to copy these into their books. A third example was then given to the pupils to do but none had completed the work by the end of the lesson.

Three out of 10 lessons in schools were substandard. Poor leadership and management were found in a quarter of schools.

One in five lessons was adversely affected by poor accommodation.

A quarter of schools suffered shortages of equipment. Half the schools needed to widen their range of teaching styles.

"The pace of the work was slow and few pupils gained much from the lesson", said the inspectors.

"Towards the end pupils' behaviour deteriorated and the pace fell out of control. The unduly didactic approach provided for little involvement of the pupils, and linked to the slow pace, made for a poor quality lesson."

The report found a bad match between teachers' qualification and experience and what they were called upon to do in school. In one secondary school French lesson the reading of the passage by the teacher and pupils showed poor accents and the translation into English lacked accuracy.

Further and higher education were again judged to be better funded in relation to their needs than schools.

The teacher had studied French as a subsidiary part of his degree and in five years of teaching French had received no help and advice.

Better lesson preparation was needed in 30 per cent of the schools visited, while raising staff morale was thought to be needed in 20 per cent of schools in the interests of improving teaching quality.

Poor leadership and management were identified in more than a quarter of the schools visited. In only a half was the planning and organization of pupils' work judged satisfactory.

Book provision has deteriorated, and many schools were found to have insufficient books. Others had old stock which could not be replaced, and many were having to choose between the replacement of old stock and the purchase of books needed for the new GCSE examination.

The inspectors say that the disparities in provision between and within local authorities and institutions are increasing.

"At school level it is the least able in all types of school and top junior and early year secondary pupils who appear to bear the brunt of reduced and inappropriate provision."

The inspectors conclude: "Few involved in providing, or providing for, education can take much - if any - pride in a national service within which thousands of all the lessons seen were unsatisfactory, one-fifth were adversely affected by poor accommodation, and a quarter were suffering from shortages of equipment."

Contributions from parents continued to grow, widening the differences between schools. In more than 40 per cent of primary schools, parents donated the equivalent of a third or more of the local authorities' current spending a pupil.

Further and higher education were again judged to be better funded in relation to their needs than schools.



Selina Scott, presenter of *Breakfast Time* on BBC1, enjoying an early morning workout at Lambeth Palace yesterday as part of Sport Aid for famine relief.

## 'Pirate' aid for famine victims

The actor Brian Blessed will risk further damage to his spine when he takes part in Sport Aid's Race Against Time at Cardiff on Sunday.

Mr Blessed needed treatment to straighten his spine after six months of having his left leg strapped behind his back during the making of the £2 million ITV series *Return to Treasure Island* in which he plays Long John Silver.

He said yesterday that dressed in his pirate costume, he plans to hop the first mile of the

six-mile fun run, which is being sponsored by ITV, who made the series.

"It would be easier if I only had one leg. But hopping with my left leg strapped up means I am working against my own strength all the time."

Yesterday, the pop group Queen announced that it was planning a charity rock concert at Knebworth Park, Hertfordshire, on August 9, at which they hope to raise £50,000 for the Save the Children Fund.

## Doctor says girl covered in scars

A police surgeon yesterday described scars on the body of a girl aged 10, caused by injuries allegedly inflicted by her parents, as "one of the worst cases I have ever seen".

Dr Peter Green told a Central Criminal Court jury: "I have never seen any child so marked as this little girl was". He said it was impossible to say if the girl, now aged 11, would be scarred for life, but the marks would remain for years.

The girl's father, a builder, aged 30, and her mother, aged 29, of Croydon, south London, have denied 12 charges of cruelty and causing grievous bodily harm and injury to the girl and her sister, aged 8.

Mrs Patricia May, for the prosecution, has alleged the sisters were subjected to "an onslaught of uncontrolled beatings" at the hands of their parents. Their injuries were caused by thrashings with a wire or rope, lighted cigarettes and a hairbrush.

Dr Green said he had examined the girl after teachers at her school had noticed her scarred body in a physical education class and alerted social services and the police.

He said her arms, legs and body were covered with "an unaccountable multiplicity of scars, varying in length from one to 13cm long".

The circular marks were consistent with cigarette burns, and her bottom was covered with undefined small marks similar to being beaten with a hairbrush.

The marks were harder than a "straight-forward punitive parental slap," he said. "The most outstanding feature was the enormous number of scars - she was covered with them."

Dr Green said the girl was very thin and showed signs of long term neglect. The hearing continues today.

## Bicycle of missing secretary is found

By a Staff Reporter

Fears for the safety of a newly married secretary who disappeared on Sunday night rose yesterday after the police disclosed that her bicycle had been found on the edge of a field near the railway station where she usually left it.

Mrs. Anne Lock, aged 28, who worked for London Weekend Television, vanished after leaving the studios where she helped to prepare scripts. She was said to be very happy after her return from a honeymoon in the Seychelles earlier this month.

Mrs Lock's red bicycle was found with the chain and peddle still around the rear wheel about 60 yards from the railway station at Brookmans Park, near Hatfield, Hertfordshire, where she lived with her husband Lawrence, aged 26, a wholesale meat trader, and her grandmother aged 86.

Det Chief Supt Ron Archer, who is leading the investigation, said: "The removal of that cycle is suspicious, but there have been a number of thefts from the cycle shed."

"If someone has moved it we shall look intently upon them if they come forward and tell us about it. She appears to have vanished into this air."

He appealed for anyone who travelled through Brookmans Park from King's Cross between 9pm and 11pm on Sunday evening to come forward.

## Portfolio

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# SOME ISOLATED FACTS ABOUT BEING OLD IN BRITAIN.

One household in seven in the UK is inhabited by an old person living alone.

One million old people have no regular visitors.

500,000 old people have no living relatives.

189,000 old people can't get in and out of bed without help.

1,056,000 can't walk unaided.

## How the inspectors work

The school inspectors' (HMIs) annual expenditure survey, viewed with alarm by politicians, is based on evidence from school visits in the autumn term of the previous year with returns from the district inspectors.

The inspectors were sent round schools and colleges to study the quality of work in classrooms, lecture theatres, laboratories and workshops in the autumn term, 1985, at the height of the teachers' pay dispute. They found reductions in such activities as

report writing, contact with parents, and staff meetings.

But they said no direct link could be found between the teachers' action and the subjects covered by the report. A total of 1,648 schools and 11,961 classes were visited in the 97 local education authorities in England, excluding the Isles of Scilly.

Of the schools visited, 863 were primaries, 729 secondaries and 56 special schools. Some schools were visited for up to five days; others were

visited as part of national programmes of inspection, and others were visited usually for one day, for routine or subject specialist purposes.

As is the inspectorate's practice, all schools and local authorities remain anonymous. That is partly because the information collected is not statistically representative of the country as a whole. The report does not therefore provide a complete picture of the state of education in England. It points to issues and trends and provides a general picture.

## Citroen reveals new car

By Clifford Webb, Motoring Correspondent

Citroen yesterday released the first official photograph of its new contender in the battle for the expanding two-million-cars-a-year European supermini market.

The Citroen AX will make its debut at the Paris Motor Show in October equipped with a new family of lightweight, all-alloy, four cylinder engines ranging from 954cc to 1360cc.

A feature of the three-door, front-wheel drive design is reported to be a drag coefficient of only 0.31.

The AX will be built using Japanese working methods on a new production line at Citroen's Aubigny plant north of Paris.

The AX is not expected to go on sale here before next summer, but Citroen executives predict that it will double their UK market share to about 3 per cent.

## Mint wins decimal decision

By Charles Kuevitt, Architecture Correspondent

The Royal Institute of British Architects announced yesterday that it had nominated Mr Owen Luder, a past president, for the presidency of the International Union of Architects.

Mr Luder's nomination is an official snub for Mr Rod Hackney, the community architect and one of the personal advisers of the Prince of Wales, who is also standing.

Mr Hackney is senior vice-president of the UIA and has received backing from the institute's UIA sub-committee, causing a split within the profession.

Mr Georgi Stoilov, the Bulgarian president of the UIA, is believed to have written to the Prince of Wales asking him to encourage the RIBA to endorse Mr Hackney's nomination.

Mr Hackney is taking legal advice about remarks attributed to Mr Patrick Harrison, RIBA secretary, published in the *Daily Telegraph* in February.

## Snub for Prince's adviser

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## Bishop pots a tyrannical goose

By Tim Jones

The old goose is dead, killed by the bishop. It was an uneven contest for, before taking Holy Orders, the Right Rev John Bickersteth, Bishop of Bath and Wells, was a gunner and captain in the Royal Artillery.

Since moving to the Bishop's Palace at Wells, Somerset, 11 years ago, the Bishop has taken pride in introducing rare species of ducks to grace the meat surrounding the building.

There, the fowl lived and bred in peace, defying local and visitors - that is, until the Barnacle goose went berserk.

Life for the ducks became a nightmare as the goose became a bully. It snarled and barked, it snatched and bit, and holding them under water until they drowned. Other young ducks died because the young duckling had harassed

them mercilessly, separating them from mothers.

As the carnage continued, the Bishop decided reluctantly that its reign of terror must end. He loaded his 12 bore shotgun, took aim, and despatched the goose to its hereafter.

As two horrified American tourists looked on, exchanging incredulous "Oh mys", the bishop explained it was not the normal practice of a British clergyman: he did it only about once a week.

The Bishop, who holds the title of Clerk of the Queen's Closet, said yesterday: "It wasn't something I wanted to do but the goose was taking a heavy toll of the ducklings. It had killed between 20 and 30 of them and at the moment there isn't a single brood."

"When I first introduced the goose it behaved perfectly properly but it lost its mate about two years ago and that obviously affected it. I delayed shooting it for as long as possible, hoping it would stop."

Obviously, as a keen conservationist, it was not an act I enjoyed but in the end there was no choice. People who saw it attacking the ducklings were very upset and someone phoned a notice to my door asking what I was going to do about it."

Five years ago, the bishop potted a brace of troublesome mallard disturbing other ducks. He served them up for dinner, explaining that God would not want good food thrown into the rubbish.

Calm has returned to the most and visitors can again see ducks living peacefully and enjoy the sight of the swans ringing a bell when they want feeding.

# Help the Aged

Patron: HRH The Princess of Wales

# Briefing to correct BBC errors

## RADIOACTIVITY

So important does the Government regard radiation safety matters raised in a BBC television Panorama programme on May 12 that every MP is to be provided with a briefing note on the programme which contained very many mistakes. Mr William Waldegrave, Minister for Environment, Countrywide and Local Government, said in the Commons.

He explained that excluding the contribution from the daughter products of radon in dwellings, which varied very widely, the radiation doses from natural background ranged from about 0.9 to 1.5 millirems per year, including the contribution from radon, a typical range was from 1 to 10 millirems a year.

For artificial sources of radiation, the internationally recommended dose limits for exposure of members of the public over many years was 1 millirem annually.

Sir David Price (Eastleigh, C) His figures show there is a wide variation in natural radiation levels, from which we can draw the conclusion that in judging radiation levels there is a lot yet to be identified and measured. We should not add to the man-made levels of radiation if we can possibly avoid it.

Mr Dale Campbell-Savours (North, Lab) I would not disagree. The exposure on average to people from industrial sources is a good deal less than 1 per cent of the exposure from natural background. The great majority comes from cosmic radiation, rocks and so on.

Mr Dale Campbell-Savours (North, Lab) Is not the briefing fith that comes out of Britain's coal-fired power stations far more damaging to the environment, particularly to the Lake District, than any radiation?

Mr Waldegrave: He is right to remind us that in any major power generation there are problems of pollution. It is probably true that the most intractable of the long-term environmental problems is going to turn out to be the carbon monoxide problem and the heating of the atmosphere.

Mr Frank Cook (Stockton North, Lab) Would he explain, bearing in mind his statement that the acceptable level is 1 millirem per year, why the legally enforceable level is five times more and why America and West Germany have levels which are 20 times more stringent than those which apply in this country?

Mr Waldegrave: He has made the mistake of believing all the things that were in that Panorama programme which in almost every critical respect was wrong.

The methods by which we calculate safe doses in this country are differently measured than in the US and Germany. They are tighter here than in Germany and equivalent to what they are in the US.

Mr John Ward (Poole, C) asked if there was any objection to the atmosphere following the French radiation leak and what measures the Government was taking to keep everyone informed.

Mr Waldegrave: My officials and those of the Radio-Chemical Inspectors have been in touch with their opposite numbers in France. There has been no leakage of radiation from the building concerned and therefore no impact on the outside environment in France let alone the United Kingdom.

# MPs vote not to punish reporter for doing job

## THE TIMES

MPs voted by a majority of 34 not to exclude Mr Richard Evans, Lobby Reporter of The Times, from the House of Commons as had been recommended by the Committee of Privileges for publishing a draft report of a select committee.

By 158 votes to 124, the Commons decided that it would be proper to punish an MP who disclosed the draft report of a select committee but considered it would be wrong to punish a journalist merely for doing his job.

Mr John Biffen, Lord Privy Seal and Leader of the House, opening the debate moved the exclusion of Mr Evans for six months for leaking a draft report of the environment select committee on radioactive waste to the press.

There were shouts of "Stained Name" when Mr Biffen said the source of the leak had still not been identified.

It was argued that select committee reports were messurably more influential if they were numerous and cut across party lines. If a number of reports of the proceedings appeared in the press before deliberations were complete, it inevitably became more difficult for a committee to achieve a unanimous view.

The witnesses from The Times had refused to disclose their sources and had also refused to rule out any category of persons such as staff of the committee from how the information might have been obtained. Clearly no useful purpose would be served by instituting any further investigation.

The chairman of the committee (Sir Hugh Ross) had given evidence about the damage he believed was done to his committee's work and asserted that substantial interference had taken place. It was on the evidence so forcibly presented by him that the Privileges Committee came to formulate its recommendation.

The Times had acknowledged that they were fully aware that in publishing their leak they were committing a breach of privilege. They justified this as being in the public interest. The Committee of Privileges said it did not accept this. Otherwise the implication was that The Times and not the House was the unquestioned judge of what constituted public interest in this matter.

The environment select committee had concluded their work had been substantially impeded and the Privileges committee agreed. It was not in dispute that a breach of privilege had occurred. The central issue was what was an appropriate, effective and equitable response of the House.

No one was questioning the judgement of the chairman of the Privileges Committee that the Times had breached the privilege of the House. The argument, which would be echoed in the debate, centred around the question of the penalties to be imposed.

The Committee had given the question measured consideration. Inevitably, the suggested penalty reflected a high degree of valued the penalties as there was very little precedent.

Mr Peter Shore, shadow Leader of the House, said if an MP was found to be responsible for the leak, he would be subject to being removed from the committee.

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Mr Michael Foot (Barnet, Lab) said that he had entered the matter as a journalist as well as an MP. He had seen conflicts between Fleet Street and the House. There had been many important occasions when the journalists outside the House had been right and the House proved wrong.

There have been a lot of occasions in recent times (he said) when the House of Commons has clambered on to its privileges hobby horse and then fallen on its face. I do not want the House to do that over this, although it is possible if these recommendations go through.

Sir Hugh Ross, chairman of the Environment Select Committee, said the attitudes of the newspapermen in question when they appeared before the Privileges Committee were "calculated, truculent and almost contemptuous."

I find this rather rich (he said) coming from those to whom this House has granted privileges given to few others. Whether it be licence to come and go freely at will and record proceedings, or occupy precious accommodation given to no other newspapers.

However, he considered the Privileges Committee had allowed themselves to be provoked by very unsatisfactory witnesses into going beyond what was reasonable.

That was why he had tabled an amendment, together with members of his committee and a former chairman of it, to the effect that Mr Richard Evans should not be suspended for six months.

He had done so because it went against the inherent sense of fair play of the House that a young, well-liked journalist should be punished while the real villain, possibly an MP, escaped penalty.

If there were no receivers of stolen property, there would be few thieves. If there were no publishers, there would be no leakers.

However, the journalist in question was doing little more than his duty to report to his readers and his boss. He was not a leaker. He was not a publisher. He was not a receiver of stolen property. He was not a thief. He was not a leaker. He was not a publisher. He was not a receiver of stolen property. He was not a thief.

Mr Terence Higgins (Worthing, C) said The Times had broken its own code, which the Lobby had recognised over the years, that draft reports were not something that ought to be leaked.

Mr Tony Benn (Chesterfield, Lab) said he would vote against the recommendation.

It was not that the proprietor of The Times represented the little man against an oppressive Parliament. Parliament was there to represent the little man against the little man. It was not that the proprietor of The Times represented the little man against an oppressive Parliament. Parliament was there to represent the little man against the little man.

It was about the right of people who were electors in Britain to know what was proposed and what were the arguments and to bring pressure to bear before the decision was made.

Mr Douglas Hogg (Grantham, C) said the House was being asked to agree to a substantial penalty on a man who had committed no offence. Worst of all, in the name of parliamentary privilege, MPs were claiming the right to distinguish between news that ought to be published and news that ought not to be published.

Mr David Harris (St Ives, C), a former editor of the lobby, said he did not regard this as a great battle for press freedom. The truth was that The Times saw a good story and wanted to publish it before anybody else.

Mr Cranley Oastlow (Woking, C) said it was clear from the evidence given by Mr Wilson, Editor of The Times, that he used the term "public interest" in terms of what people wanted to see in the newspapers. But that was not the only or the right or the broad definition. Mr Esack Powell (South Down, OUP) said unless the House protected confidentiality by punishing publication it would, in effect, be deciding to spy on the opportunity of confidential debate and consultation. The punishment should be severe.

# DOE monitoring to be reviewed

## CHERNOBYL

Arrangements for co-ordinating the monitoring of radiation levels had worked effectively after the Chernobyl accident, but the Department of the Environment would be examining its procedures in the light of recent events to determine whether any changes were desirable.

Mr William Waldegrave, Minister for Environment, Countrywide and Local Government, said during Commons questions.

Mr Simon Hughes (Southwark and Bermondsey, Lab) said more progress was needed on the co-operation of seven Government departments and six other agencies and information should be given in a form the ordinary person could understand.

He pointed to figures on radiation levels given in Nature magazine, but Mr Waldegrave replied that the article went on to say these levels were still a trivial proportion of background radiation.

Mr Neil Thorne (Ilford South, C) said local authority emergency planning officers should be congratulated on their work in assisting the Government with monitoring and in their role in the civil emergency sphere.

Mr Waldegrave said he would like to congratulate local authority officers and all those who manned monitoring stations.

Mr Roger King (Birmingham, Northfield, C) asked whether the Russians knew some of their fallout had arrived in areas designated as "nuclear free zones" and asked what level of protest there had been from these zones to the Russians.

Mr Waldegrave said there had been a number of local authorities under left-wing Labour control which had taken a negative view about civil defence. There might be a more serious incident in the future so these attitudes were extremely irresponsible.

Dr John Cunningham, chief Opposition spokesman on the environment, said if it was the case that a British official in the International Atomic Energy Authority received an inquiry about low level radioactive fallout from Russia on April 29 why was this information not communicated immediately to the British Government? Would the Government be prepared to take any steps to ensure that such information was immediately communicated to the British Government?

# Minister's pledge to water users

## HOUSE OF LORDS

When the Government privatized water it would take the opportunity to strengthen both control of certain quality objectives and the machinery for representing consumer interests and investigating consumer complaints.

Lord Elton, Minister of State for the Environment, said during a debate in the House of Lords on the water industry.

Lady Nicol (Lab), opening the debate, drew attention to the need for large-scale investment in the industry. She said that pollution control and environmental protection and consumer interests were most at risk in the Government's privatization proposals.

There was a widespread feeling that these functions were properly the role of public bodies and should not be in the hands of private companies. It was in the long-term interests of the consumer that this national monopoly of an essential commodity should remain in public hands.

Lord Elton said that experience had confirmed the Government in its belief that privatization brought new life to old industries to the benefit of all concerned.

The Government recognised the need for safeguards against monopoly abuse. It would therefore set up a regulatory regime, headed by the Director General of Water Services, who would police the licences under which the water companies would be appointed.

These would set standards for service as well as limit charges. There would also be new consumer consultative committees, one for each company, to deal with consumer affairs and investigate specific complaints.

Regulation under the careful supervision proposed would protect both the environment from pollution and the consumer from exploitation.

Lord Nathan (Ind) said the private water companies would be intimately concerned in planning procedures and this involved an element of political consideration. They would be exercising a judgement which was essentially administrative and political. There could be a conflict of interest between their public duties and their own interests and those of their shareholders.

Lord Selsdon (C) said that to modernize the water industry would require £1 billion a year for a minimum of six years - £400 million on water and £600 million on sewerage. The sooner they moved towards privatization of those industries which could stand on their own feet without Government intervention the sooner the revitalization of the water industry and the sewerage system.

# PM to meet Sudanese athlete

## Parliament today

The Prime Minister has turned down a request that the Government should increase the amount of funds for famine relief by an amount equal to the estimated VAT revenue they receive in connection with Sport Aid funding.

In a written reply, Mrs Thatcher praised the Sport Aid initiative and said she would meet Mr Omar Khalifa, the Sudanese athlete, in connection with Sport Aid, at the weekend.

Successive governments, however, had taken the view that to allow special VAT relief or matching refunds for charitable fund-raising events was not the right way to help in such circumstances.

Nevertheless, the Government contribution to famine relief in Africa had been considerable: £81.4 million in 1984; £96.5 million in 1985; and £27 million in the first quarter of 1986.

Mr King: Have nuclear-free zones protected?

That not have made a major difference to the preparedness of Britain and the emergency systems?

Mr Waldegrave said though nobody doubted the level of heronism and technical competence now being brought to bear by the Russians on this tragedy, if any government had to answer questions about cover-ups it was not the British Government.

Commans (2.30): Sex Discrimination Bill, second reading.

Lords (11): Airports Bill, committee stage; Housing (Scotland) Bill and Drug Trafficking Offences Bill, third readings.



King: Have nuclear-free zones protected?



Mr King: Have nuclear-free zones protected?

# British Airways announces pre-tax profits of £183 million.

SUMMARY OF RESULTS		
YEAR ENDED 31 MARCH 1986		
	1985/86	1984/85
Turnover	£m	£m
Airline Operating Surplus	3149	2942
Profit Before Taxation	205	303
Transferred to Reserves	183	168
	181	176

**Commentary on 1985/86**

Volume of scheduled airline traffic increased over that for the previous year by 6.7 per cent in terms of passengers and 7.7 per cent in terms of Revenue Passenger Kilometres.

Cargo and Charters were also buoyant. Yields per passenger kilometre were little changed.

The Airline Operating Surplus has been affected by the following:

- \* Higher staff costs due to greater traffic, improved customer services, preparations for move to Terminal 4.
- \* Productivity has improved 4 per cent.
- \* Higher aircraft charges
- \* Lower fuel costs
- \* Exchange losses on settlement of overseas receivables less payables

**Current Year**

Following the exceptional events of recent weeks, forward bookings and cash receipts are down. However, yields are up which confirms that the reduction in traffic is primarily in the leisure and holiday markets and on intercontinental services. In the face of lower traffic and uncertainty as to how long this may continue, measures are being taken now to limit the damage that may be caused to British Airways. Recruitment for this summer season has stopped and staff numbers are being reviewed. A number of scheduled services will be cancelled or combined with others in order to avoid carrying uneconomic loads. At the same time tactical marketing is being increased to boost traffic particularly on the Atlantic and early indications are that this is working. The Board will not hesitate to take such further steps as it considers necessary in order to minimise the adverse effects on the company.

King

King of Wartonby, Chairman

For full details of the final results contact: Public Affairs, British Airways Plc, (553), PO Box 14, Heathrow Airport, Hounslow TW2 2QA

# New board for controlling the provision of legal aid

## SCOTLAND

There had been a vast expansion of legal aid expenditure in recent years and this was one reason for the need for further rationalization of the legal aid system.

Mr John MacKay, Under Secretary of State, Scottish Office, said in the Commons when he moved the second reading of the Legal Aid (Scotland) Bill.

He also told MPs that a royal commission in 1980 had highlighted some criticisms of the aid arrangements and had supported the view that it was wrong in principle for the State to be subsidizing the legal profession, to be responsible for supervising payment of public funds to its own members. There was scope for a radical re-organisation.

The Bill sets up a Scottish Legal Aid Board which would unite most aspects of legal aid, and Mr MacKay was confident that combining the various responsibilities of one body would lead to significant improvements in the administration in Scotland by overcoming the present fragmentation.

For criminal legal aid, the changes in the Bill concerned more than simply administration. Aid arrangements in the more serious cases dealt with under summary proceedings would remain essentially unchanged and responsibility for considering applications would continue to rest with the courts. Courts would continue to consider the financial criterion of whether undue hardship would be caused to the accused or his dependants but not whether the award of legal aid would be in the interest of justice.

In summary cases, there had always been doubts as to how far the courts trying cases should be involved in awarding or refusing legal aid on financial grounds. There was, accordingly, a good case for transferring responsibility from them to a central authority. This would be welcomed by many solicitors.

There had been concern that this might sometimes cause delay in court business. Hence the Government was paying special attention to the need to reduce to a minimum the time taken for submission and consideration of applications. The board to deal with urgent applications in days.

The need for an independent board had been generally supported in consultations. He was certain, too, that a board with knowledge or experience of information technology, management and administration, consumer and social affairs and law and court procedures would be better qualified to administer legal aid arrangements than a body consisting mainly or entirely of lawyers.

People in custody would receive automatic legal aid until the conclusion of the first diet at which a plea of guilty or not guilty was tendered. In cases where the accused was in custody and pleaded guilty, he would be entitled to automatic legal aid up to the final disposal of his case. Where the accused remained in custody after a not guilty plea at the first diet, he would be entitled to receive legal aid from the time he submitted his plea until the application had been determined. This should help to avoid delay in the prosecution of cases.

As at present, solicitors would be able to provide advice and assistance to those charged with an offence, where an accused being dealt with under summary proceedings was not in custody. The intention was that criminal legal aid should be available in general after the accused had pled not guilty at the first diet. For other proceedings it was proposed to introduce assistance by way of representation (ABWOR).

Where the accused pleaded guilty at the first diet he would receive ABWOR, if certain requirements were met up to the final disposal of the case. The intention was that the decision whether ABWOR should be provided should rest, initially at least, with the solicitor who had acted for the accused. The applicant was financially eligible and that the provision of ABWOR was justified in accordance with prescribed criteria.

Those who pled not guilty at the first diet would make their application to the board. The board would issue its decision in the light of any recommendations

its own consideration of the financial and other factors. The Government would bring forward a bill to create the board, to spell out factors to be taken into account in considering whether the interests of justice criterion was met.

The main aims of the changes were to achieve greater consistency in the award of legal aid to increase the efficiency, effectiveness and economy of the system and to eliminate the possibility of abuse.

Mr Donald Dewar, chief Opposition spokesman on Scotland, said there was a case for making sure there was no conflict of interest or apparent conflict of interest. This should always be avoided. There was certainly an argument for the transfer of this responsibility to an independent legal aid board for Scotland and he therefore gave his broad support to the key proposal in the Bill.

But the Opposition had some doubts and he moved an amendment which declined to give a second reading to a Bill which did not adequately safeguard the independence of the proposed Scottish Legal Aid Board, provided no satisfactory appeal procedure for an applicant refused legal aid and offered no effective guarantee that the right of the individual citizen to legal representation in the civil and criminal courts would not be eroded under the Government's policy of public expenditure restraint by the use of the powers given in the Secretary of State for Scotland to regulate such matters by order.

He recognized the case for consistency of approach in the courts in granting legal aid and was aware of the proper safeguards during the minister's scrutiny about the differences. If there was to be consistency of approach, there should be a right of appeal on legal aid.

Mr Nicholas Fairbairn (Perth and Kinross, C) said there were setting up a new quango. He had never been of the view that they should have quangos in which everybody who was anybody or nothing was able to have his voice. That was not a sane way of running the grant or refusal of legal aid.

The Bill's purpose was to save money on the legal aid system. It was a wrong approach to a correct attitude which was how to save public money being wrongly spent on lawyers. This was the last way he would do it.

The Opposition amendment was rejected by 266 votes to 166 - Government majority, 100. The Bill was read a second

# Bill aimed to protect public from dangers

## BRADFORD FIRE

The tragic Bradford City football fire would not have happened had the Public Safety (Information) Bill been law, Mr Robb Squire (Hornchurch, C) said when given leave in the Commons to bring in the Bill under the 10-minute rule procedure.

The Bill, he said, would ensure that where a public danger was known to a local authority or its officers, that information must be brought to the attention of the necessary private committee for public discussion.

Members of the public likely to be affected by hazards would be told of the dangers and have a right to see and copy available information. The Bill would also establish a public register containing details of all such dangers which would be open to public inspection.

The Object of the Bill were supported by 26 local authorities, including Bradford, he said, and seven had implemented its provisions as far as they were able under the present law.

**Criminals to lose profits**

The Government intended to strengthen the powers of the courts to deprive offenders of the proceeds of their offences. Viscount Davidson, a Government spokesman, told the House of Lords during question time.

The Government, he said, had invited comments on the extent to which the powers contained in the Drug Trafficking Offences Bill might be applied to other types of profitable crime.

Asked what types of crime might be subjected to similar confiscation conditions as drug trafficking, he said that serious fraud and other types of organized crime were obvious candidates.

**Six weeks for new passport**

Non-urgent passport applications are taking between five and six weeks to process because of industrial action earlier this year, and an increase demanded, Mr David Williams, Minister of State, Home Office, said in a Commons written reply.

He added that priority was being given to applications which indicated an early date of travel and every effort was being

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# Privatization of buses will cut fares, NCB chief says

By Michael Bailey, Transport Editor

Bus fares will fall and passengers increase when the National Bus Company (NBC), which operates a third of Britain's bus routes, is privatized later this year, the chairman, Mr Rodney Lund, predicted yesterday.

Household names among local bus companies - Southdown, Ribblesdale, Midland Traction - look set for a management buyout and a more competitive service for customers in place of the widely predicted uncertainty and loss of services, Mr Lund said.

Interest has been expressed inside and outside the NBC's 52 local bus companies, Mr Lund disclosed, and, with declared support from financial institutions, managers and staff had a "once-in-a-lifetime chance" to own their own business.

In the ensuing competition, he was confident that fares would fall, especially on busy routes, and the recent uptick in passenger numbers would continue.

NBC bus passengers increased from 1,430 million to

# Solicitors urge end to right of jury trial

By Frances Gibb, Legal Affairs Correspondent

The Prosecuting Solicitors' Society has urged the Government to abolish the right of defendants to elect trial by jury.

Instead, the society proposes in a paper published yesterday that magistrates should have the power to decide whether there were good reasons for a particular case to be tried by jury.

The paper said legislation "to stem the mass of unmeritorious cases, being committed to the Crown court is overdue" and added that the new Crown Prosecution Service would be seriously hampered if money had to be spent on cases "which do not merit Crown court trials".

At least half the cases in which defendants elected jury trial became pleas of guilty, the society said.

Those defendants chose jury trial because they wanted to postpone a custodial sentence which they saw as inevitable, or because they were already subject to some kind of suspended sentence or court order.

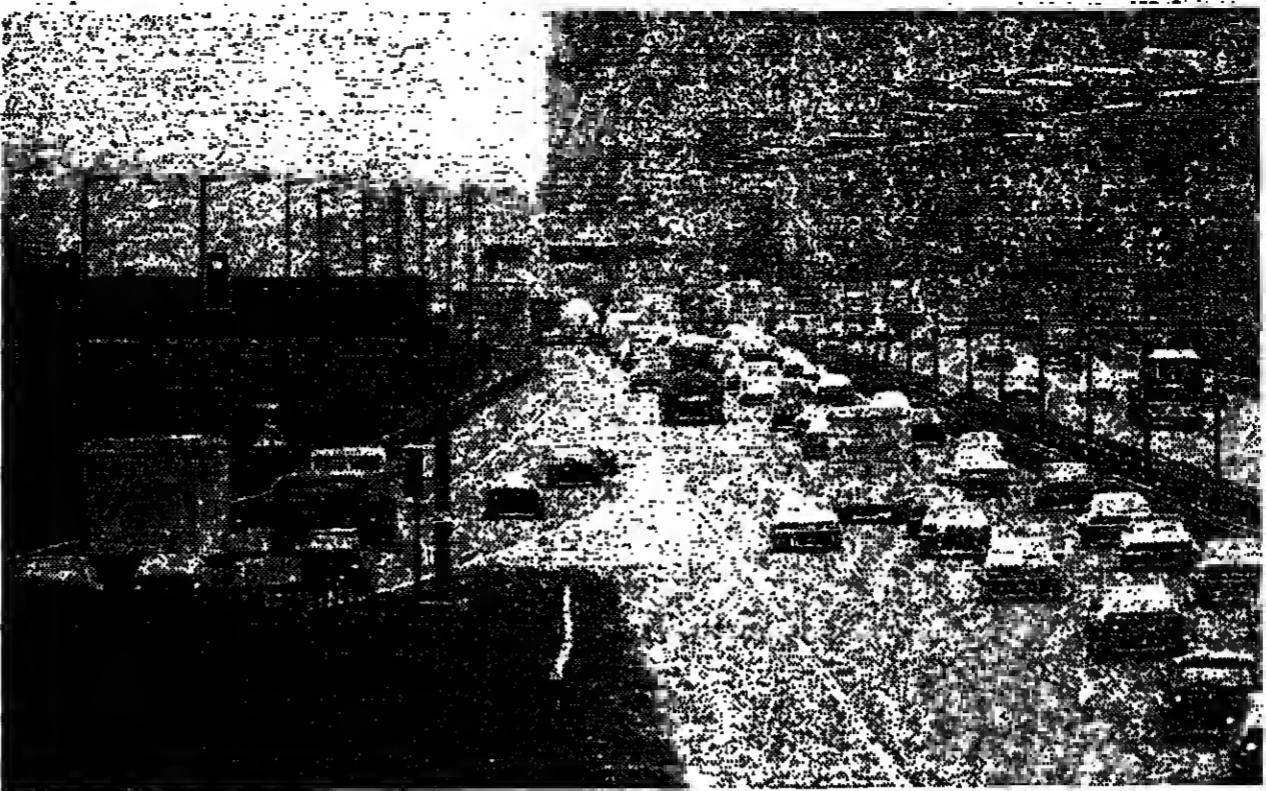
The paper said the right to elect to be tried before a jury was reasonable and proper. "What cannot be reasonable, proper or justifiable is for persons who have no intention, and have never had any intention, of pleading not guilty, and therefore requiring the examination of their case by a jury, electing to be tried on indictment."

The society's paper was a response to Home Office proposals to abolish the right to elect jury trial in certain minor offences.

The three offences singled out by the Home Office were common assault, driving while disqualified and taking a motor vehicle without consent. Cases of minor theft should also depend on whether magistrates considered the offence important enough for jury trial.

The society recommends that jury trial for reckless driving, assault to resist arrest, possession of an offensive weapon, and forgery of motor vehicle documents should also be abolished.

Parliament had to "be sensible and leave" and limit Crown court hearings to the trial and disposal of serious crime, the society said.



The lights controlling traffic entering the M6 during the busy morning peak period (Photograph: John Voos).

# M6 slip road trial for traffic lights

By Craig Seton

The first trial in Britain of traffic lights to control the flow of vehicles on a motorway received a cautious welcome when it went into operation yesterday at a junction of the M6 in the Midlands.

The six-month trial is centred on the slip road leading on to the southbound carriageway of the motorway at Junction 10 at Walsall, which has been described as one of the busiest junctions in Europe.

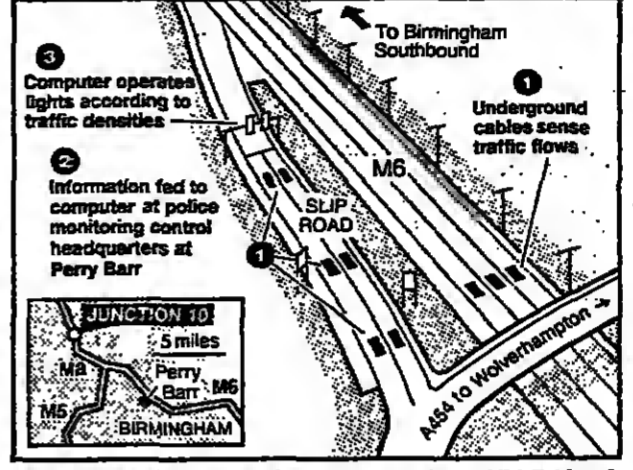
The traffic lights have been installed on a gantry three-quarters of the way down the slip-road.

They are linked to a computer at a traffic control centre and which is programmed to regulate the traffic entering the motorway during the morning rush hour, when southbound motorway traffic has been monitored at the rate of 6,000 vehicles an hour.

Electronic sensors hidden in the motorway surface relay information to the computer about the speed and flow of traffic on the southbound carriageway and vehicles are permitted to leave the slip-road only when a suitable "gap" has been detected.

Similar sensors on the slip road ensure that cars do not tail back to a roundabout above the junction. The maximum time a motorist is expected to be kept waiting by the red lights is 90 seconds.

Mr Graham Pearson, who observed yesterday's trial for



the Automobile Association, said: "In the past we have seen motorway traffic reduced to 20 miles per hour along this section because of the sheer volume of vehicles, but the experiment appears initially to have been a success."

"It reduced the tailback and made things easier for drivers."

Mr Alan Whitfield, the Department of Transport's West Midlands director, said the M6 in the Midlands had carried up to 140,000 vehicles a day and there was still an urgent need for the proposed northern relief road, which was not expected to be completed until the mid-1990s.

# Catholics show new attitude to church

By Clifford Longley, Religious Affairs Correspondent

Roman Catholics in England and Wales have moved a long way from the stereotype of unthinking obedience to the clergy, guilt-ridden consciences, and a superior attitude to other churches, according to a survey of present attitudes published today.

The result of a national consultation in which an estimated one in twenty of the Roman Catholic population took part shows a great willingness to criticize church leaders but also a mood of confidence and optimism about the church itself.

Even though most of those taking part were in official Roman Catholic organizations, and were therefore likely to be among the most observant in religious practice, the majority were no longer prepared to define a "good Catholic" simply as one who went regularly to Mass.

That was described as being "ideal, but not absolutely essential". Roman Catholics saw themselves as having emerged from a period of blind obedience to a much deeper kind of faith.

A significant proportion questioned the church's official teaching against contraception and there was much dissatisfaction with the role allotted to women in the church.

Almost universally, they strongly desired female altar servers - officially discouraged by Rome - and opinion was also favourable to the ordination of women as priests and a married clergy.

But, at least according to the official summary of the results of the national consultation, the overall mood is not one of rebellion.

Very strong interest was expressed in church unity.

A characteristic comment was that Roman Catholics had begun to see themselves first and foremost as Christians, already united by common baptism with members of other churches.

A big change had evidently occurred in relations between priests and people, with a trend against putting the priest on a pedestal and towards treating him as a friendly leader. But bishops were felt to be too remote.

# Fears at growth of armed police

By Stewart Tendler, Crime Reporter

Police use of firearms has expanded to such an extent in the past 20 years that Britain could have a regularly armed police service by the end of the century, the Home Secretary, Mr Douglas Hurd, was told yesterday.

Anxiety about an apparent escalation of police reliance on guns were raised by Mr Leslie Cunis, chairman of the 120,000-member Police Federation, when he addressed the organization's annual conference at Scarborough.

When Mr Hurd addressed the conference, later, he attacked the over-dramatization of police use of arms. He also told delegates, whose concern over manpower shortages has dominated the debates, that the police service could not expect unlimited resources.

"The Home Secretary's speech was reasonably well received. It had been thought that he might be subjected to a rough ride over the manpower issue."

In his speech Mr Curtis called for a general policy of fair but firm policing and greater appreciation of the "great unheard" at risk in the inner cities.

On the subject of firearms he said: "In the past 20 years the police service has moved away from being an almost totally unarmed body to a service in which firearms play a very significant role. We have taken steps down the road to becoming a regularly armed police service."

"If future developments take place at the same rate as they have occurred in the last 20 years that stage could be reached before the century is out."

Mr Curtis drew the loudest and longest applause of the week when he told the Home Secretary that shotguns should have the same controls as other firearms.

When Mr Hurd spoke he told his audience: "Do not let

# BL chief urged to end sell-off plans

By Sheila Gwyn, Political Staff

MPs yesterday appealed to Mr Graham Day, the new chairman of BL, not to sell any more profitable parts of the motor vehicle group.

Under questioning from the Commons Select Committee on Trade and Industry, Mr Day confirmed that BL would have made a profit instead of a £39 million loss last year if Jaguar had not been sold.

Mr Day, former chairman of British Shipbuilders, was appointed to head BL in the middle of the dispute over the proposed sale of Land Rover, which the Government was forced to drop. He took up his post on May 1.

He told the committee he was keeping an open mind on the future of the loss-making bus and trucks section until he

# Ruling aids battle for listed buildings

Westminster City Council won High Court support yesterday in its battle against the increasing number of thefts of valuable architectural items from listed buildings.

Lord Justice Watkins and Sir Roger Ormrod ruled that the removal of highly prized features from buildings listed for preservation was an "absolute" criminal offence.

This removes from the council, as prosecuting authority, the need to prove that people found taking items from buildings knew the buildings were listed and that they were committing a criminal offence.

The ruling will also help local authorities which have a duty to protect buildings preserved for their historical and architectural merit.

Lord Justice Watkins said Westminster council had for some time been concerned by the large number of thefts from its 9,000 listed buildings.

To stop the thefts, the council prosecuted Mr Brian Martin, of a company called Amazing Grates, who was discovered with others taking away chimney pieces, panelled doors and staircase balustrading from 42 and 43 Wimpole Street.

Mr Martin was charged under section 55 (1) of the Town and Country Planning Act, 1971, which makes it an offence to demolish or remove features from listed buildings without authority.

But Mr Edward Branson, the Wells Street stipendiary magistrate, found in April last year that there was no evidence that Mr Martin knew the buildings were listed.

Lord Justice Watkins ruled that the magistrate was wrong in law. "We see no injustice in holding, as we do, that this offence is an absolute one."

The judge ordered the magistrate to continue hearing Mr Martin's case.

# Market animals law plea

By John Young, Agriculture Correspondent

A new offence of causing unnecessary suffering to animals at markets is recommended in a report by the Farm Animals Welfare Council, published yesterday.

The report, which makes more than 100 recommendations for the improvement of market legislation, said an inspector should be present at all times during loading and unloading, and that local authorities should be reminded of the importance of their enforcement role.

It said: "Over zealous attempts to drive animals off lorries are all too common. The excessive use of sticks and goads, shouting, and the resort on occasion to force, serves only to frighten and confuse animals further."

The report said the use of the electric goad was often counter-productive, creating confusion and stress for the animals. "We view with much concern the trend of increased power output of goads, which may now be close to the point of causing unnecessary pain to the animal."

The council said it had seen no incidences of outright cruelty on visits to markets. However there had been cases where animals were handled more harshly than necessary, mainly due to carelessness, lack of knowledge and experience, and perhaps an insensitivity to the fact that they also feel discomfort or pain.

The report also concluded that the practice of ear punching on sheep and cattle in markets is not acceptable.

Mr Michael Jopting, Minister of Agriculture, Fisheries and Food, braved biting wind and rain at Bishop's Stortford, Essex, yesterday to launch a series of open days on farming and conservation.

The conservation week will run from June 1-7. Mr Jopting said: "It is part of my Ministry's role to support and encourage farmers and landowners to continue the efforts many are already making to protect and enhance the natural beauty of the countryside."

However, the success of the Farming and Wildlife Advisory Groups, supported by the Countryside Commission and the Government Agricultural Development and Advisory Service, has been clouded by prospect of falling farm prices and artificial restraints on production.

# Postmen set pay deadline

Mr Alan Tuffin, leader of the postmen's union, said yesterday that he would give the Post Office until next Wednesday to make a final pay offer to his 150,000 members.

He gave a clear indication that he expected the present 4.8 per cent offer to be increased beyond 6 per cent. If the Post Office did not raise it, a strike ballot would go ahead. That would take a minimum of three weeks.

A provisional meeting between the Union of Communication Workers and the Post Office has been agreed for next Wednesday.

Mr Tuffin, general secretary of the union, told its annual conference at Bournemouth that he wanted the Post Office's "final offer" now.

Mr Tuffin pointed to the "power workers' 6.5 per cent and offers of more than 6 per cent to Civil Servants and bank clerks as his targets.

Delegates gave him their full support when he expressed his determination to reduce the present 43-hour week.

"I don't believe our members, this year, could settle for an increase in the range the Post Office is offering without any reduction in hours."

The Post Office said yesterday: "The proposition we have put forward to the UCW would in fact allow pay rates to rise by 5.25 per cent."

# Kasparov gives Miles a lesson

By Raymond Keene, Chess Correspondent

World champion Gary Kasparov (USSR) is heading for a victory of Fischeresque proportions against the British Olympic number one, Tony Miles, in Basle.

Kasparov won the fifth game to reach the amazing score of four and a half from five games with Miles. Kasparov's play to game five featured a vitally important novelty (18 R-QB1).

Formerly, experts worldwide had insisted that 18 D-D0 was the only correct move at this juncture. After Kasparov's innovation at move

games respectively to Alex Chang and the US champion, Lev Alburt. Two more rounds of the chess challenge remain to be played.

Fifth match game  
White: Kasparov  
Black: Miles

1	P-K4	P-K4	2	N-K3	N-K3
2	P-B4	P-B4	3	P-K3	P-K3
3	P-K3	P-K3	4	P-B3	P-B3
4	P-K4	P-K4	5	P-K3	P-K3
5	P-K4	P-K4	6	P-K3	P-K3
6	P-K4	P-K4	7	P-K3	P-K3
7	P-K4	P-K4	8	P-K3	P-K3
8	P-K4	P-K4	9	P-K3	P-K3
9	P-K4	P-K4	10	P-K3	P-K3
10	P-K4	P-K4	11	P-K3	P-K3
11	P-K4	P-K4	12	P-K3	P-K3
12	P-K4	P-K4	13	P-K3	P-K3
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96	P-K4	P-K4	97	P-K3	P-K3
97	P-K4	P-K4	98	P-K3	P-K3
98	P-K4	P-K4	99	P-K3	P-K3
99	P-K4	P-K4	100	P-K3	P-K3

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The South African raids

# Nelson Mandela ready to support an end to campaign of violence

By Nicholas Ashford, Diplomatic Correspondent

Mr Nelson Mandela, the imprisoned leader of the banned African National Congress (ANC), told members of the Commonwealth peace mission at the end of last week he was ready to support their plan to end violence in South Africa and promote dialogue between the white Government and black leaders.

According to sources familiar with talks which the Commonwealth Eminent Persons Group (EPG) held before its mission was aborted by South Africa's raid against Botswana, Zambia and Zimbabwe on Monday, Mr Mandela said he was prepared to consider a suspension on violence by the ANC while talks on dismantling apartheid were taking place — as long as the Pretoria Government did the same. However, he would not unconditionally renounce violence, as demanded by the South African Government.

Mr Mandela told the group he was speaking only in a personal capacity and not on behalf of the ANC, but there is little doubt that his views would have carried great weight with the exiled ANC leadership, which had gathered in Lusaka to consider the Commonwealth proposals when South African aircraft bombed a refugee camp just to the south of the city, killing two civilians.

## 30,000 homeless in Crossroads

From Michael Hornsby, Johannesburg

Fighting in the vast, pulsating sprawl of the Crossroads slum town outside Cape Town appeared yesterday to have burnt itself out, quite literally, leaving at least 18 people dead, 3,000 tin shacks destroyed, and up to 30,000 people without shelter.

Most of the refugees from the fighting are women and children. Large numbers of refugees have been housed in a colony of army tents, and some have been moved to Khayelitsha, a new black township some 20 miles to the south-east of Cape Town. Soup kitchens set up by the St John Ambulance and the Red Cross are feeding some 4,500 people.

Unofficial estimates put the death toll in three days of fighting at between 30 and 40, plus scores more injured. Many bodies are thought to be still buried under the ruins. The Cape Times said the situation should be treated as "a regional disaster".

## Raiders hired cars at Bulawayo

From Jan Raath, Harare

The South African commandos who raided African National Congress targets in Zimbabwe on Monday, got to their destinations in rental cars owned by Hertz and Avis, the international car hire firms.

The world-famous tourist spot is only 30 miles from Kazangula, where the Zimbabwe and South West Africa borders meet. The South African-run territory there consists of a thin spit of land known as the Caprivi Strip, where South Africa has a large military presence.

Mr Brian Bowers, the General Manager of Hertz here, said yesterday that he had learnt of his company's unwitting involvement in the raid after police notified him that the vehicles had been found abandoned, at a location he would not disclose.

The raiders had paid a deposit for the vehicles in cash, he said. A spokesman for Avis declined to give details. Sources, however, said Avis had also innocently hired two cars to the raiders.

He said three vehicles used in the raid had been hired on Sunday at the Bulawayo airport by passengers stepping off the flight from Victoria Falls in north-west Zimbabwe.

Speculation continues, but a reconstruction of the raiders' movements derived from a variety of sources suggests they flew into north-west Zimbabwe from the Caprivi Strip, caught the Bulawayo flight as tourists, and drove at high speed to Harare, 200 miles away, to arrive at about midnight.

A rendezvous with an advance party supplying them with arms, ammunition, grenades, explosives, ladders, radios and other equipment would have been necessary.

Roadblocks are mounted outside Zimbabwean towns every weekend, and the raiders are unlikely to have been willing to risk being caught before reaching the capital.



Vigilantes, identified by their white armbands, watch yesterday as a home they set fire to burns fiercely at the Crossroads settlement near Cape Town.

## Birthday plea for Sakharov

From Michael Binyon, Washington

Mrs Yelena Bonner, the wife of Dr Andrei Sakharov, arrived here yesterday for a meeting with congressional leaders to mark the Soviet dissident's 65th birthday.

At an emotional concert in New York on Tuesday, she called on the world to help her exiled husband and other Soviet dissidents. An Afghan guerrilla leader offered to release captured Soviet prisoners in exchange for Dr Sakharov's freedom.

Mr Richard Shifter, an assistant Secretary of State for human rights affairs, read a proclamation from President Reagan declaring yesterday "Sakharov Day".

● BONN: The West German Government and leading politicians yesterday urged the Soviet Union to end Dr Sakharov's internal exile (Reuter reports).

## Anger greets UN delay over rights

From Alan McGregor, Geneva

The decision to postpone to next year the annual August session of the UN human rights sub-commission has been received with dismay and anger by non-government organizations (NGOs) working in the human rights field.

Meetings of the sub-commission and its working groups — dealing with indigenous peoples, slavery and human rights violations, widely regarded as the most effective part of all UN human rights activities — have been cancelled as part of the UN economy drive.

Mr Richard Shifter, an assistant Secretary of State for human rights affairs, read a proclamation from President Reagan declaring yesterday "Sakharov Day".

He said that while promotion of human rights was one of the main objectives of the UN, expenditure was slightly less than 1 per cent of its budget.

He wrote to the Secretary-General before the recent special UN Assembly session on economics to express the hope that human rights activities would be spared the economy axe. No reply was received.

Mr Martin Ennals, former director of Amnesty International, described the cancellation as "absolutely disastrous in terms of the UN human rights programme. The sub-commission is the one place where well-substantiated information can be submitted to a proper forum in the UN, and has condemnation of governments coming out. There will also be a knock-on effect in the main human rights commission," he said.

## Reagan's plea cuts spy case details

From Christopher Thomas, Washington

The Washington Post yesterday left out specific information from an article on an American spy case following a personal telephone call from President Reagan to Mrs Katharine Graham, chairman of the newspaper's board, urging her not to publish the article.

The newspaper said that Mr Reagan made the call at the request of Mr William Casey, director of the CIA.

Before his call, other officials had told the paper that the article could jeopardise national security, the Post said.

These officials included Vice-Admiral John Poindexter, the National Security Advisor, and Lieutenant William Odom, Director of the National Security Agency.

The paper said that Mr Ben Bradlee, the executive editor, had decided that because the Post has been unable fully to judge the validity of the national security objections of senior officials, and because of Post lawyers' concerns, the paper has decided to print this article without a description of the technology... allegedly betrayed.

The article concerns the activities of Ronald Pelton, a former employee of the National Security Agency whose trial on charges of selling classified information to the Soviet Union is about to start.

## Kidnappers want student protest ended

From Our Correspondent, Beirut

The kidnappers of a Lebanese teacher at the American University here threatened yesterday to kill him unless university professors and students suspended a 13-day-old strike in protest at his abduction.

The threat, made by a group calling itself the Independent Movement for the Liberation of the Kidnapped, came hours after Mr Calvin Plimpton, the president of the university, issued an appeal to end the protest, because it might endanger the life of the abducted Christian teacher, Mr Nabul Matar.

## Composer resigns as MP in Greece

Cologne (AP) — Mikis Theodorakis, the Greek composer and political activist, said yesterday he was giving up his Communist Party seat in the Greek Parliament.

Theodorakis, aged 60, said he had resigned because Parliament was unable to bring about the political change he felt necessary. An MP for 10 years who now lives in Paris, he was visiting Cologne to promote 20 concerts he will give in West Germany.

## Soyuz launch

Moscow (Reuter) — The Soviet Union launched an unmanned prototype of a new-generation Soyuz spacecraft designed to ferry cosmonauts to space stations, Tass said.

## Typhoon toll

Sydney (AP) — Emergency supplies were rushed to the Solomon Islands, which has been devastated by the gales and torrential rains of Typhoon Namu, leaving at least five people dead and pushing villages into the sea.

## Lovers to hang

Cairo (AP) — A court here sentenced a woman and her lover to hang after convicting them of murdering the woman's husband and son.

## Heroin haul

Delhi (Reuter) — Indian officials seized 106lb of pure heroin, with a street value of some £260 million, in the biggest drug haul in the city. Eight people, including three Pakistanis, were arrested.

## Youde stays

Hong Kong (AFP) — Sir Edward Youde said after returning from London that he expected to remain Governor of Hong Kong until 1988.

## Can of worms

Cologne (Reuter) — A worm breeder's wife who blames the city of Cologne for the loss of a million worms is taking her case to West Germany's highest civil court. Frau Luzie Wilms says that the worms wriggled off in 1981, when on loan to the parks department for an experiment, because they were not fed properly. She wants more than £100,000 in damages.



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# Reagan faces Contra setback as Contadora talks progress

From Christopher Thomas, Washington

The Reagan Administration's combative policy towards Nicaragua is under grave threat. Senior officials and right-wing Congressmen fear that some deft political moves by the Sandinista Government over the next few weeks could kill the President's attempts to escalate military aid to the beleaguered Contras.

The divided and demoralized fighters have all but collapsed as an effective guerrilla force, and further denial of immediate American aid may well precipitate their rapid demise, officials fear.

The crisis has sparked a bitter, open feud between Pentagon hardliners and State Department moderates. The State Department has publicly taken issue with the Pentagon for releasing an internal military study which belittled current peace negotiations.

Pentagon hardliners retorted angrily, saying the State Department had seen the report some time ago and agreed with it. The White House quickly intervened to defuse the row, saying the Pentagon study was out of date anyway.

The wrangle brings to the surface an intense clash of wills over immediate policy towards Nicaragua in view of surprising progress in the Central American peace talks, which has brought the isthmus to the brink of a settlement after three years of laborious negotiations.

Despite many statements to the contrary, the US has never given much credence to the

talks, which are conducted under the aegis of the Contadora nations of Colombia, Venezuela, Mexico and Panama.

But many members of Congress are excited by the possibility of an imminent settlement. On Tuesday 101 members urged Mr Reagan to support any peace deal that meets "legitimate security considerations" of the US.

The negotiations have suddenly reached a decisive juncture. Should an accord emerge by the self-imposed deadline of June 6, it might easily tip the scales against President Reagan in a vote due to Congress three days later on his request for \$100 million (£65 million) for the rebels.

Costa Rica, Guatemala, Honduras and El Salvador have all agreed the terms of a deal and Nicaragua is under immense pressure to fall in line. The Reagan Administration is already attacking the possible peace plan on the ground that Nicaragua cannot be trusted to abide by it.

Nicaragua last weekend refused to sign the agreement because it would restrict the amount of weapons each country could hold. It argued that the limitations would undermine Nicaragua's fight against the Contras.

Administration officials suspect that Nicaragua may sign only at the last minute with the aim of making the greatest impact on next month's critical debate in the US Congress.



President Duarte of El Salvador reviewing a guard of honour at a military base in Brasilia with President Sarney after arriving for two days of talks.

## Duarte call to back peace deal

From A Correspondent  
Rio de Janeiro

President Duarte of El Salvador ended a controversial visit yesterday, insisting that all nations in Central America adhere to an accord for peace and stability.

Señor Duarte, who met President Sarney of Brazil and local government leaders, urged that all parties sign the Contadora Act, the initiative for peace and non-intervention, when Central Americans meet in Panama next month.

He expressed his strongest support to date for the Contadora Act, which calls for a withdrawal of all foreign military advisers and troops.

Señor Duarte said the emergence of pluralist democracies in Latin America was a positive factor and an incentive to dialogue for achieving peace.

## Embattled French Government faces censure attack

# Electoral reform Bill runs into trouble

From Diana Geddes  
Paris

The French Government faced criticism from all sides yesterday with a censure motion by the Socialists on its electoral reform Bill, a one-day strike throughout French television, and public opposition from President Mitterrand over its plans for New Caledonia.

The censure motion, the second within the past week, could cause an anxious moment for the Government, with its overall parliamentary majority of only three, in the National Assembly tonight.

The extreme-right National Front, which abstained on the last censure motion, has said that this time it will vote against the Government.

The controversial electoral reform Bill would give the Government powers to bypass

Parliament and legislate by decree to bring back the former two-round majority voting system, which the Socialists abandoned in favour of a single-round system of proportional representation.

The new proportional system, used for the first time in the March general election, was in large part responsible for the success of the National Front.

During a rowdy session in the National Assembly on Tuesday, the Government sought to justify its decision to use Article 49-3 of the constitution to cut short all debate on the Bill by saying that it needed to move quickly through its heavy legislative programme.

M Guy Dacoulon, spokesman for the Communist group, called on President Mitterrand to intervene "in the face of such a serious

attack on universal suffrage and such a radical negation of Parliament's role". The Communists know that they would be virtually annihilated by a return to majority voting.

President Mitterrand made clear in an off-the-cuff conversation with journalists on Sunday that, while he had no strong objections to a return to majority voting, he felt that Parliament should be able to pursue its debate on such an issue "right to the end".

He pointed out that "under no previous French republic has a new mode of voting been adopted by decree."

The most dramatic moment of Tuesday night's session came when M Charles Pasqua, the outspoken Interior Minister, rose to defend the Government's decision, saying that he, who had fought in the Resistance during the war, had no need for lessons in democ-

racy and patriotism from the Socialists, certain of whose "friends lay down before the occupier".

While French parliamentarians may call each other "liars" and other insulting names with virtual impunity, any suggestion that they collaborated with the Nazis is considered beyond the pale.

M Pasqua's comments caused an immediate uproar, and provoked a walk-out by the Socialist and Communist deputies.

M Roland Dumas, former Socialist foreign minister and himself a Resistance fighter, later returned to tell M Pasqua that he was a "thug".

French television unions staged a one-day strike yesterday in protest against the Government's plans to privatise the first television channel, TF1.

# Belgians to strike against cutbacks

From Richard Owen  
Brussels

Public sector trade unions in Belgium immediately called a strike after yesterday's long-awaited government announcement of budget cuts of nearly £3 billion.

The announcement came after two months of behind-the-scenes deliberation and despite two strikes earlier this month, called in a bid to dissuade the Government from making the cuts.

The centre-right coalition Government of Mr Wilfried Martens says it will not be deterred by the strike, called for today and tomorrow.

A spokesman for the Government said the cuts would affect spending on education, defence, health and transport.

The Government was re-elected last October on a programme of economic austerity, but both the Christian and the Socialist unions were vehemently opposed to the proposed cuts in public expenditure.

Their strikes this month have been offset to some extent by a fear of further unemployment, and a spate of good weather coinciding with a number of public holidays.

The £3 billion sliced off public spending represents 10 per cent of the budget and has led some union leaders to describe the cuts as radical and drastic.

The Government also intends to sell off some state enterprises, including the cross-Channel ferry. Part of its strategy is to persuade the Christian unions, who are more sympathetic to the coalition than the Socialist unions, to accept the package of cuts.

# Spain's Socialists try to play safe

From Richard Wigg, Madrid

The Spanish Socialist manifesto for the June 22 general election lays bare the desire to retain as many as possible of the historic 10 million votes obtained in 1982.

In that election, in which the party swept to power after nearly 40 years in the wilderness, the Socialists produced a manifesto full of proposals attractively voicing widespread hope of change in the country, but there is little about change this time.

It is the Popular Alliance, the right-wing opposition, led by Señor Manuel Fraga, making an apparently forlorn fourth attempt to become Prime Minister, which has an election manifesto with ideological "punch".

Inspired by the new French Government's programme, Spain's Opposition offers tax incentives to the middle class and further liberalization of the economy to benefit private enterprise. The hope that new jobs will be generated will, it reckons, attract a working-class vote deeply frustrated by the continued rise of unemployment under the Socialists.

Pragmatism has been quickly learnt by the Socialists. Señor Alfonso Guerra, the party's campaign overlord and Deputy Prime Minister, introduced a bland manifesto which is supposed to be a blueprint for governing Spain till 1990 but which did not take on any additional commitments.

Señor Guerra claimed that opinion polls show his party winning about 200 seats, only two short of the 1982 result.

There are no figures on job creation this time, such as the ill-fated promise of 800,000 new jobs in the 1982 manifesto, but merely unspecified measures aimed to take advantage of an "improving world economy".

Reporters sought in vain to pin Señor Guerra down on two issues which have become touchstones of the Socialists' approach in government. These are widening the law they brought in to permit abortions, according to women's social conditions and not strictly limited to their medical state; and re-incorporating into the Spanish Army a handful of officers unjustly expelled for manifesting democratic sympathies while Franco was still alive.

Aiming to attract, yet not offend, any voters Señor Guerra promised only that widening the abortion law provisions will be "much discussed" in the next Parliament.

Underlining the importance to the Socialists of winning the March referendum on staying in Nato, Señor Guerra promised voters that Spain will not be joining the integrated military command structures.

One of the most intriguing proposals in the opposition manifesto is to privatise the second channel of Spain's state television monopoly. Questioned on this, Señor Guerra merely said: "That is not in our programme."

Inquiry on Kohl is dropped

From Our Correspondent  
Bonn

The Koblenz public prosecutor yesterday dropped an investigation into Chancellor Kohl over suspicions that he gave false testimony to a state parliamentary committee probing illegal donations to Christian Democratic funds.



Mr Yuri Dubinin, who has been named by the Soviet Union as its new Ambassador to the United States.

## Strauss takes soundings in Albania

Vienna (Reuters) - Herr Franz-Josef Strauss, the West German right-wing politician, has visited Albania to discuss ways of developing links between the two countries.

The Albanian news agency ATA yesterday said Herr Strauss, Prime Minister of Bavaria and head of the Christian Social Union, met Mr Adil Carcani, Albanian Prime Minister, during a private visit to Tirana on Monday and Tuesday.

It said they exchanged opinions on "the development of the relations between the two

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# Sea and air attack on northern town as Tamil crisis continues

From Vijitha Yapa, Colombo

While government helicopters and planes strafed and bombed the coastal town of Velvetthurai in Sri Lanka's Northern Province, Tamil separatist guerrillas blew up a cement plant in the east in another day of violence yesterday.

Reports from Jaffna, 22 miles from Velvetthurai, said the people of the town fled in fear as about 30 bombs were dropped at the same time as Navy ships shelled the area. The number of casualties was not known as communications were cut.

In Trincomalee, on the eastern coast, guerrillas blew up the Mitsun cement plant, a joint venture between Japan and Sri Lanka. The guerrillas rounded up the security guards and placed bombs in the machinery, security sources said.

## Canberra-Jakarta links in ruins

Sydney — Australia's relations with Indonesia might never be the same because of a Sydney newspaper report alleging corrupt dealings by President Suharto's family, Mr Chris Hurford, the Immigration and Ethnic Affairs

police have imposed a dusk-to-dawn curfew at Slave Island, only a mile from the centre of the city, where a brawl between soldiers and civilians led to seven deaths on Tuesday.

A soldier looking for a prostitute became involved in an argument with a couple and was stabbed, according to police. This led to more soldiers from the nearby army camp rushing to the area, which is dominated by Muslims, the country's second largest minority.

Two soldiers were among the seven dead, while four shops were set on fire. Traffic diversions led to large jams on major roads out of the city.

In another incident, four servicemen were killed at Perisapall in the Eastern Province when they were attacked early yesterday by Tamil guerrillas. Two others were seriously injured.

In Parliament on Tuesday the Minister of National Security, Mr Lalith Atbalatmudali, said that the Government was committed to a political solution to the Tamil problem.

He added, however: "We cannot have a settlement if the entire objective is to use the Government of Sri Lanka as a whipping boy."

Mr Atbalatmudali was reacting to a statement by the Indian Government which expressed "grave concern at the massive use of force" in Jaffna by the Sri Lanka Government.

He told Parliament the military action in Jaffna was in self-defence and criticized the Indian Government for not saying anything about the Liberation Tigers of Tamil Eelam, the strongest of the guerrilla groups, waging war on the Tamil Eelam Liberation Army. He said the Liberation Army had been prepared for a negotiated settlement.

by the Hawke Government, he said better ties might emerge, based on pragmatism and specific issues, but added:

"I don't think we will get back to the relations we had before."

# Chilean troops snuff out protest march



Opposition demonstrators in Santiago, Chile, flee police tear-gas grenades after troops cleared the city centre without warning and fired shots in the air to disperse a protest march on Tuesday night (Reuters reports). A 19-year-old student, William Wood, was shot in the head, police sources said. Armoured cars were parked at key points, convoys of water cannon went into

action, and helicopters circled overhead as troops filled the city centre to snuff out the demonstration against Chile's military Government. Argentinian and Uruguayan MPs attending an opposition conference to support a return to democracy, who tried to watch, were driven off by tear gas. Bomb attacks on power lines blacked out Santiago and central Chile for an hour.

## Hijack jet flying home

Peking — The Taiwanese cargo jet diverted to China from its Taipei destination on May 3 took off for Canton yesterday (a Correspondent writes).

Under an agreement worked out in Hong Kong, the Boeing 747 China Airlines jet

will pick up the mechanic and co-pilot of the hijacked plane, reload its cargo of oranges and tyres and return to Taiwan after stopping in Hong Kong "some time before Saturday".

The pilot who hijacked the plane, Wang Xijue, aged 57, planned to stay in China.

# Israeli bankers refuse to step down

From Ian Murray Jerusalem

Three of the four chairmen of Israel's leading commercial banks, who were found guilty by a public commission of having caused a big share collapse in 1983, are trying to retain control of the country's banking system despite being told they should resign.

Mr Rafael Rocanati, of the Bank Discount, a private bank, has refused to resign. Mr Ernest Japhet, of Bank Leumi, has stepped down but is ready to be reappointed to oversee his bank's international relations. Mr Aharon Meir, of the United Mizrahi Bank, is likely to take over the economics department of the National Religious Party, which owns his bank, when he resigns.

Mr Giora Gazit, of the Bank Hapoalim, owned by the Labour movement, has already resigned.

Mr Moshe Mandelbaum, of the Bank of Israel, who was also asked to resign, has agreed to do so, but will be allowed to stay on until the end of the month in order to present the bank's annual report. He is lobbying support within the Government for a senior official appointment.

Meanwhile, the Liberal Party has criticized the commission, saying it did not find the cause of the share collapse.

## Rising toll of killings

# Hindu flight from Punjab begins

From Michael Hamlyn, Delhi

Every day in Punjab there are reports of two or three killings by armed terrorists. Yesterday the death of a shopkeeper was reported from Jullunder district. Another body was found in Amritsar with head wounds.

The day before, four deaths were reported, including a school master and an orderly who were shot in a random burst of midday firing in a village. The same day a bomb went off at the home of a prominent Hindu.

The day before that, a bomb injured an elderly lady as it bounced off a canopy, setting it on fire. Another man died and one was hurt in random firing at a village.

As the reports come in of a dozen or so deaths a week, Mr Surjit Singh Barnala, the Chief Minister of the disorder-ridden state, has been cleaning



Mr Surjit Singh: cleaning shoes at Sikh temples

the shoes of worshippers at different Sikh temples.

He has been ordered to do so by the high priests of the Golden Temple of Amritsar whose authority was restored by his action in sending armed paramilitary police into the shrine to clear out extremist bands who had seized control.

While Mr Surjit Singh thanks donors for his good deed, there are reports that Hindus are beginning — if they can — to leave the state to seek haven in Delhi or the Hindu-dominated Punjab state of Haryana.

Outwardly the countryside appears normal, with fat loads of grain rumbling to market and the state again earning its fame as the breadbasket of India. But the richest, most indulged and most paranoid peasantry in the country, who are mainly Sikhs, continue to believe that they are victims of Hindu oppression.

Meanwhile, the Hindus, mainly traders and small industrialists, are looking for new sites for their workshops. The big men are setting up second bases as far afield as Bombay or Calcutta. Visitors to the state are given a commentary on the violence: "This is where so-and-so was shot... here so-and-so died."

The Chief Minister is accused of having humiliated himself by accepting punishment. The distinguished editor of *The Times of India* declares that he has delivered himself bound hand and foot to extra-constitutional authority and his survival in office will henceforward be "a nominal affair".

Mr Girilal Jain, the editor, says that the country is worse off than before the accord that brought elections and a Sikh Government to the state.

"Then we could pin our hopes on the moderates," he said, adding darkly: "Now the moderate Akalis have been played out."

Members of Mr Rajiv Gandhi's Congress (I) Party in Punjab have asked the central Government to step in to put an end to the Hindu exodus, going in far as to suggest the Army might again be deployed to help.

But the Chief Minister has also been praised for his submission to the high priests' punishment. Although he was entirely justified in ordering the paramilitary into the temple, he has accepted the need for atonement to assuage the feelings of the Sikhs thinking themselves and their religion again under attack.

He is also undercutting the gang of dissident Akali politicians who left his Government or their party posts in protest against the police invasion of the temple.

At one time the plotting of eminent Sikhs looked distinctly threatening to Mr Surjit Singh. Now the goodness and sweetness of disposition which radiates from the photographs of him cleaning shoes is doing him much good.

It seems likely then that the Chief Minister will re-establish his authority during the next few weeks. He will be helped in his task of fighting the terrorists by closer relations with the central Government, which has given charge of the Home Ministry to another Sikh, Mr Buta Singh.

## Radio tycoon proves he is an Australian

Sydney (Reuters) — South African-born businessman, Mr Robert Holmes à Court, whose radio and television licences were threatened by questions over his citizenship, said yesterday he was a naturalized Australian.

Mr Holmes à Court, who is battling to take over Australia's largest company, Broken Hill Proprietary, told broadcasting authorities he was naturalized on May 12.

The Australian Broadcasting Tribunal said late last month it might not be able to renew his licences unless he could show he was an Australian citizen.

Tribunal chairwoman, Dendrie O'Connor, said it was clear that citizenship was no longer a question preventing the renewal of his Western

## Tests suggest Sindona killed himself

Milan (Reuters) — Forensic tests carried out after the death by poisoning of Michele Sindona reinforce the theory that he committed suicide and was not murdered.

Judicial sources yesterday said traces of cyanide were found in a coffee cup and on the bathroom floor of the banker's cell in the maximum-security prison at Voghera. None, however, were found in the vacuum flask that contained the prison coffee.

Sindona shouted "They have poisoned me" before collapsing on March 20. He died two days later.

Judicial sources said the tests indicated Sindona, aged 68, who was serving a life sentence for ordering a murder, put the cyanide in the coffee when he was out of sight

*John Macdonald*  
JOHN MACDONALD  
Cooper

*Stuart Thomson*  
STUART THOMSON  
Cooper

*Duncan Macpherson*  
DUNCAN MACPHERSON  
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# A long distance runner gathers pace

## THE TIMES PROFILE

KENNETH CLARKE

**K**enneth Clarke, the affable young Paymaster General from the Midlands with an unrepentant belief in the politics of moderation, remains one of the key ministers in the Government's latterday conversion to the need to present a more caring image in the electorate.

Clarke's whole persona and pedigree is tailored to meet the demands of a more "humane" government. His role in Cabinet, responsible with Lord Young for employment policy, is now being given even greater importance with this week's pronouncements of further redundancies in manufacturing industry.

With the wind of change to adapt a Macmillanite phrase, blowing through the Conservative Party, employment — together with education (central to yesterday's reshuffle) and health — is one of three government departments having to withstand the buffeting.

Clarke's brand of Toryism has always been firmly embedded in the party's mainstream, even though in his early student days there may have been a period, now long forgotten, of uncertainty as to where his political tip-root may be held. When he arrived at Cambridge University from Nottingham High School, his undeniable political ambitions were so generalised that he was for a while a member of both the Bow Group and the Gaitskillite Campaign for Social Democracy.

It was a period which did not last long. By the time he left Cambridge — where he was President of the Union — he was a zealous disciple of the Heath European ideal as well as a devotee of the "middle way" approach of Harold Macmillan. His political teeth were cut as National Chairman of the Federation of Conservative Students, a body whose political leanings were in the opposite direction from what they are today.

Clarke shares with Mrs Thatcher a voracious appetite for work and his father, like Mrs Thatcher's, was a shopkeeper — though as a jeweller and watchmaker, not as a grocer. There the similarities end.

Unless, of course, some of his colleagues remember the survey of MPs conducted by *The Times* two years ago, when Clarke, as a junior transport minister, was shown to be the long-distance runner to succeed the Prime Minister. Though much has happened since then — the poll, while flattering, was a political embarrassment — Clarke's star has continued to burn brightly, unimpaired by his party's vicissitudes in the intervening years.

Quintessentially a moderate (a fact which was judged to have hampered his progress in the early days of Mrs Thatcher's premiership), this does not mean he is either politically or administratively soft.

**W**hile remaining one of the most likeable of politicians, his ministerial experience has shown he has the toughness, as well as the ability, to survive. Sometimes it has meant setting his face against former backbench colleagues and friends when policy and political direction come under scrutiny.

When arguments over unemployment and public expenditure loomed large last year, Clarke, as the new Paymaster General sharing responsibility for employment, did not — even privately — join those demanding more spending on new projects. Instead, he told the Tory Reform Group that infrastructure projects relied more on machines than men. He once accused the Commons select committee on employment — six Tory and five Labour MPs, who had produced a jobs package costing £3.5 billion to create work for the unemployed — of "dragging the difficult choices".

But Clarke's inherent affinity has not taken a casualty to his



Kenneth Clarke: he admits to being a liberal with a small 'l' but objects to being called a liberal wet

growing toughness. His casualness of dress — he and his Husk Puppies seem inseparable — his easy-going manner, approachability, and debating talents have ensured him a genuine popularity in both Westminster and Whitehall. While some of his colleagues in the same 1970 Commons "intake" may allude, perhaps out of envy, to changes in his political beliefs and attitudes, it is a charge he can rebut.

When the question of his

"wetness" was put to him some years ago, he deplored what was then becoming a fashionable term of abuse because it was given such a narrow and precise definition. "I may be a liberal with a small 'l', but I do object to being called a liberal wet", he said.

There was no barbs in his objections, only an inner confidence as to where he stood within the political spectrum. When, later, he was Minister of Health, he was as prepared to handle

criticism for attacking the excessive profits of drug companies as he was from the unions by forcing through the privatization of hospital ancillary services.

Clarke is not always at ease with the Government's policies, but the pragmatist and lawyer within him — he practised on the Midland circuit for 16 years, often on workmen's compensation cases — understands the necessary art of compromise. He has conducted his political career with "safe

## BIOGRAPHY

1940: Born July 2 in Nottingham. Education: Nottingham High School; Gonville and Caius College, Cambridge (BA, LLB).  
1963: Called to the Bar, Gray's Inn. Still practising on the Midland Circuit.  
1964: Married Gillian Mary Edwards; son and daughter.  
1970: Elected Conservative MP for Rushcliffe, Nottingham.  
1971: Parliamentary private secretary to the Solicitor-General.

1972: Assistant Government Whip.  
1973: Member of the Parliamentary delegation to the Council of Europe and Western European Union.  
1974: Government Whip for Europe, 1973-74.  
1975: Parliamentary Secretary, Department of Transport, later Parliamentary Under-Secretary for Transport.  
1982: Minister of State for Health.  
1985: Paymaster-General.  
1986: Minister of State for Employment.

hands", which does not mean he avoids controversy.

His Westminster career has been one of caution, although he has never concealed his ambition. "The House of Commons", he once remarked, "is full of ambitious people and I am as ambitious as any. But setting oneself long-term goals doesn't work in politics".

It is his unflinching dedication and capacity for work — sustained by an enviable constitution — which has got him, at the age of 46, where he is now. They are qualities that were evident when he was a back-bencher and a Whip and later a junior opposition spokesman.

**A** colleague related with astonishment how Clarke, after a heavy parliamentary evening, could spend an hour or two at Ronnie Scott's jazz club, work on legal briefs on the last train to Birmingham, spend the next day in court and be back in the House by 6 pm — still cheerful and relaxed.

There is little opportunity these days for jazz (he's a fanatic) but he can still relax watching his favourite football team, Nottingham Forest, or enjoy his Sunday lunchtime pint at a local Birmingham club, where he plays snooker with his son, states-educated like Clarke's daughter. While Clarke has never tied himself wholly with any ideological camp, neither has he allowed his departmental duties to obscure what is happening in the outside political world. It was this desire to keep in touch that led him to form a discreet dining club of like-minded junior ministers when he first entered the Government.

In the early days his so-called "Amesbury group" — named after

the street on which he lives in south Birmingham — was restricted to those below Cabinet rank. Those days have gone, though the dining group still exists. Five of its original members — Douglas Hurd, Malcolm Rifkind, Tom King, John MacGregor and Clarke — are in the Cabinet and promotion has outgrown principle. It was never a group that plotted, but one that saw a common identity in a down-to-earth social policy. It is a belief that Clarke has always held, and one he furthered at the Department of Health and Social Security, where he worked with Norman Fowler, a friend since Cambridge University Conservative Association days.

It was Fowler who persuaded the Prime Minister — dubious about promoting such an unrepentant moderate — to elevate him to Health Minister and thus give him the opportunity to prove not only his administrative ability but also his handling skills in the ever-trodden issues that bedevilled the department.

Clarke has never deserted the Midlands base — as his secretary and one of his earliest political friends remark with a little pride: Jim Lester, MP for Broxtowe.

Next month, Clarke, whose early common sense has proved some colleagues to suggest, they could have a Boris in their midst, returns to Nottingham High School, which he attended on an 11-plus state scholarship to celebrate the retirement of his former history teacher, David Peters, the man who was not only instrumental in directing him towards Cambridge, but took him, as a Midland schoolboy, on his first ever visit to the House of Commons.

Michael Hatfield

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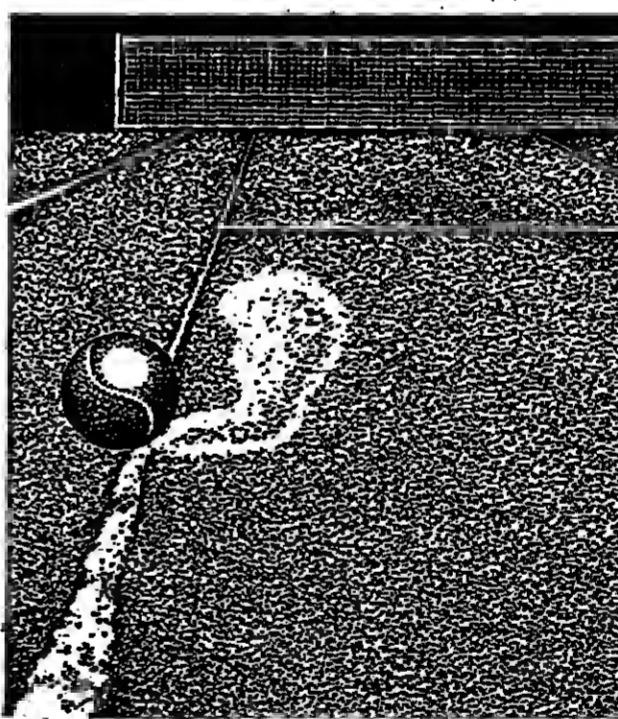
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Siemens in Communications —

## Drawing the line at cocaine

The use of drugs poses a growing threat to sport. Tennis is using tough measures to fight it, writes Thomson Prentice



A trace of white powder at the French Open tennis tournament in Paris next week could end the careers of any one of the world's top men players.

The powder is cocaine, not chalk. The start of the tournament at the Stade Roland Garros on Monday will coincide with a tough new attitude towards drug abuse in the sport. Tests for cocaine, heroin and amphetamines are likely to be introduced in the men's competition, the first international tennis tournament to be thus monitored.

When the covers are drawn back at Wimbledon at the end of next month, there is a strong possibility that tests will be introduced there, too.

Few of tennis's experienced insiders believe there is widespread use of cocaine, even among the game's richest, most hedonistic celebrities. But some can argue convincingly that tennis enjoys special protection from the same corruption that has infiltrated a growing number of other sports.

"There is a strong feeling on the circuit that a few players have been involved in so-called 'recreational drugs'", says Dr Robert Leach, head physician to the United States Olympic teams of 1980 and 1984. "But the strong feeling is that most of tennis is clean".

The Men's International Professional Tennis Council decided last year to introduce tests at two of this year's tournaments. None have yet been carried out, and only three tournaments remain — the French Open, Wimbledon, and the US Open. The tests involve laboratory analysis of urine tests, which can detect the presence of the drug up to 24 hours after use.

Cocaine may usually be thought of as recreational drug, more likely to be found at exclusive parties than in athlete's locker rooms. But its properties could also have an effect on competitive performance. "There is no question that it improves alertness", says Dr David Cowan, associate director of the Chelsea drug control centre at London University. "It can sustain

man expert on drug abuse in sport, who carried out tests at the 1982 World Cup in Spain, believes there is little abuse.

"But the testing methods used in Mexico should detect cocaine if players are using it", he says.

Tests will also be carried out at the Commonwealth Games in Edinburgh in July and August. And the Sports Council has launched an anti-drug campaign, allocating £250,000 for tests on a wide range of athletes and players.

The Lawn Tennis Association has accepted a recommendation that tests should be introduced. Professor Beckett, also chairman of the International Tennis Federation's medical commission, has said: "There does not appear to be a serious drugs problem in tennis, but with it becoming an Olympic sport in 1988, where testing will be mandatory, we have to consider what to do in the interim. We may need to look for cocaine, marijuana, amphetamines and even anabolic steroids".

Whether the tests are carried out in Paris, Wimbledon, or New York, the penalty for any player found guilty of the use, possession or distribution of cocaine, heroin or amphetamines is likely to be the same: immediate suspension from the competition and permanent disqualification. At this stage, though, tennis officials are reluctant to disclose their precise plans. "We want to exploit the element of surprise", one source close to Wimbledon said.

Foul Play is published by Basil Blackwell (£12.50)

might help a player through the pain barrier". He stresses that cocaine is "a very dangerous drug — the body quickly becomes dependent".

The London University unit is funded by the Sports Council. If there are to be tests on Wimbledon players, the unit will conduct them.

Whether used to improve sport performance or provide dubious pleasure, cocaine has been the frequent resort of American athletes, to such a degree in baseball, for example, that Peter Ueberroth, the game's commissioner, described it last year as "the number one problem facing the sport".

Baseball players from almost all of the major league teams in the United States have been named as "users" in criminal trials. At least 30 players, from teams such as the celebrated New York Mets, Yankees, and Cincinnati Reds, were identified in one court case in Pittsburgh last year.

In *Foul Play*, a recently published book, authors Dr Tom Donohoe and Neil Johnson quote an estimate that as many as 40 per cent of American professional footballers regularly use the drug, and voice the suspicion that ice-hockey players also indulge.

Professor Arnold Beckett, director of the Chelsea drug control centre at London University, "It can sustain

## CONCISE CROSSWORD NO 957

ACROSS

- 8 Organized slander (6)
- 9 Haste (3)
- 10 Make conform (9)
- 11 On high (5)
- 13 Temporary stay (7)
- 14 Cave chambers (7)
- 19 Money (5)
- 22 Virulent (9)
- 24 Wrinkled-nosed dog (5)
- 25 Big dipper (6,7)

DOWN

- 1 Naples Bay island (6)
- 2 To this place (6)
- 3 Splendour (8)
- 4 Tamil Nadu (6)
- 5 Hebrew Bushel (4)
- 6 Location (6)
- 7 Not perceived (6)
- 12 Bus bodice (3)

SOLUTION TO NO 956

ACROSS: 1 Ripped, 4 Accept, 7 Sun, 8 Bampton, 9 Jostling, 13 L.L.B., 16 Percy Grainger, 17 N.A., 19 Simpkins, 24 Harcourt, 25 Vile, 26. Surry, 27 Arsen

DOWN: 1 Rank, 2 Photocopy, 3 Dicit, 4 Amble, 5 Cur, 6 Petal, 8

BOOKS

Apollo's Hansard, the politic art

Peter Ackroyd reviews a book that shows how politics gets into everything, even the songs of the poets

THE FABER BOOK OF POLITICAL VERSE Edited by Tom Paulin Faber, £17.50

If politics is the art of the possible, then political verse is an almost-impossible art...

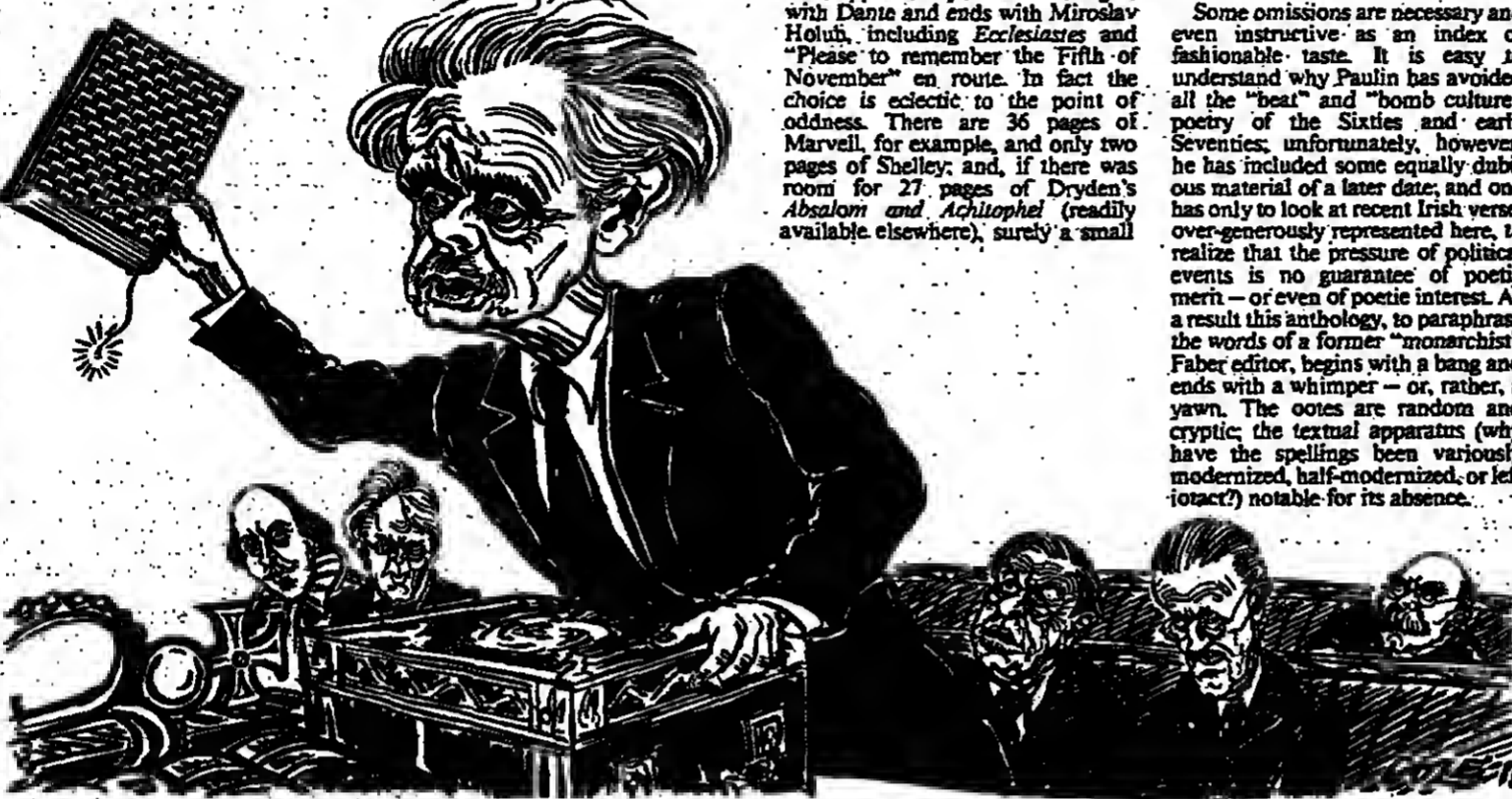
And so, in his interesting introduction, Paulin rightly discounts the theory that "art" and "politics" are mutually exclusive...

This of course poses peculiar problems for an anthologist since it means, or implies, that all kinds of poetry can be interpreted as expressing political awareness...

Given this difficulty, a different editor would probably only have included those poems that are directly and overtly engaged with political realities...

each other in endless battle rather than resting together in the quietness of a putative "great tradition"...

But Paulin does have a theoretical perspective to lend a certain coherence to this heterogeneous selection...



W. Shakespeare, W.B. Yeats, Hugh MacDiarmid, W.H. Auden, James Joyce, Rudyard Kipling

Comic cults of whimsy brave

This is the week for whimsy and artifice in the novels. The most unusual suggests its territory in its title...

FICTION

Philip Howard ADVENTURES OF WIM By Luke Rhinehart...

The story is adventurous linguistically and structurally, coming words as enthusiastically as Wim has accidents...

This may sound adequately tiresome. But what in fact we have here is a Bildungsroman about growing up in the United States in the Sixties...

Neglected aunts of Jane Austen

Fiona MacCarthy

MOTHERS OF THE NOVEL By Dale Spender...

The National war in Whitehall

John Campbell

THE SECOND WORLD WAR DIARY OF HUGH DALTON, 1940-45 Edited by Ben Pinnett...

months before Labour's historic landslide in 1945. In these two offices, Dalton was centrally involved in both main aspects of the war...

before and after, which will form a second volume. Though this means that the second volume will have a large hole in the middle, it is fully justified by the satisfying unity of this volume...

Ben Pinnett's Hugh Dalton was hailed last year as a great biography. What was so remarkable about it was the way he contrived to counterpoint Dalton's successful political career with his turbulent and often unappealing inner life...

Dr Pinnett has taken the decision to separate the war years from the years both

the control of black propaganda. Eden, in these pages, is repeatedly disparaged for having "no mind, only a mass of antennae"...

Before Jane Austen even started Sense and Sensibility, Charlotte Palmer had written Integrity and Content, Mary Julia Young had written Right and Wrong, E.M. Foster had completed Light and Shade...

Manila: February 1986 SNAP ELECTION SNAP REVOLUTION JAMES FENTON WAS THERE JAMES FENTON IN THE PHILIPPINES

Pioneer Adam of the very English art John Russell Taylor CAPABILITY BROWN The Story of a Master Gardener By Thomas Hinde Hutchinson, £15.95

personal at all. At least Mr Hinde plays fair: almost every page is scattered with these conditions which so enliven the French popular press...

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A SMALL SHUFFLE

Mrs Thatcher has listened to her party's worries about education and appointed her most plausible "carer" Mr Kenneth Baker to answer them.

analyse ministerial changes in terms of the balance between wets and dries. Judging this reshuffle by that standard, the conclusion must be one of "no change".

It cannot be guaranteed to remain so till the election. The government must do more than match its opponents in caring.

OPPORTUNITY FOR SCHOOLS, SCHOOLS FOR OPPORTUNITY

It should have turned out differently. Demographic change presented the schools with a once-for-all opportunity.

Sir Keith goes, a flood of policy-making will be unleashed. This is both unfair to a far-seeing minister and dangerous.

of Education. It would take no very large input of central money to stimulate a host of local repair and maintenance schemes.

The end of falling rolls is now in sight. School-children of primary school age have, in some areas, already begun to crowd available places.

These are actions for Mr Baker's first day in office. Over the weeks to come the Government must take action on teachers' salaries.

There is a vexed issue here. How much detail should a teachers' contract specify. No Secretary of State for Education (of either party) is going to be able to convince his Cabinet colleagues that a "professional" pay rise is justified without some written symbol of teachers' attachment to minimum hours and service.

The mood is certainly paralleled to other countries, notably the United States of America where the Reagan administration has both instituted wide ranging inquiry into the state of the secondary schools and put federal money into such fascinating experiments as "magnet" high schools.

Under that banner, it is no exaggeration to call the present and future shortfall of qualified teachers in certain vital subjects a national emergency.

Mr Baker has a full, practical agenda. Paying teachers will inevitably require a considerable adjustment to public spending aggregates.

Far too much has come to where in the personal characteristics of the occupant of Elizabeth House, deluding some observers that he is a more powerful minister than he is, and implying that once

Yesterday's report by Her Majesty's Inspector of Schools illustrated, not for the first time, the physical deterioration of schools. Here is a suitable case for immediate action by the Department

Somewhere down the road lies the necessity of reworking the 1944 Education Act with its insistence that local authorities provide and its implicit ban on variegated schooling (for example with local education trusts running schools in the same way as the religious authorities). But Mr Baker has a clear short-run task. Too many English schools, too many of their pupils are under-achieving.

LETTERS TO THE EDITOR

A new approach to unemployment

From Professor Emeritus H. F. Lydall

Sir, It is good news that the Prime Minister has committed the Government to a full-scale attack on the problem of unemployment.

The heart of the employment problem in this country is that too many of our enterprises are inefficient or unsuitable for the present structure of demand.

Hospital cuts

From the District General Manager of the Chester Health Authority

Sir, Many health authority managers like myself are seriously concerned over our ability to maintain both emergency and non-emergency services in the immediate future.

Cornish heritage

From Mr Nicholas Serpell

Sir, In answer to your correspondent, Mr Weaver (May 13), emblems of tourism on the front of Britain is to deny the inhabitants the prospect of long-term jobs.

On the contrary

From Dr S. B. Field

Sir, Some people from rural areas live to a ripe old age, despite their probable high intake of unhealthy foods.

Trees in prospect

From Mr J. Bede Howell

Sir, Future travellers by rail over Beacrook on the Scottish border will have cause to thank those who have created the new forests which are carefully fished into the landscape.

Single European Act

From Sir Anthony Meyer, MP for Clwyd North West (Conservative)

Sir, Edward du Cann, whose letter you published on May 6, is a leading member of the European Reform Group. This consists of a small number of Conservative MPs whose aim, despite the name of their group, is not to reform the European Community, but to destroy it.

Dons' response to salary lure

From Dr David Newbery

Sir, Some academics may be tempted by the prospect of doubling their salaries by moving to the private sector.

I am similarly sent personal letters urging me to send my best graduates for doctoral training at the leading American graduate schools.

In the past, many such students would return to the UK after obtaining their doctorate.

Library's future

From the Secretary-General of the Arts Council

Sir, Your feature, "Poetry Today" (May 6), expressed anxiety over the destiny of the Arts Council's poetry library.

Made abroad

From Sir Anthony Gray

Sir, I went on a shopping spree recently in Warrminster and made the following purchases: A pair of cheap shoes - made in Poland.

If the council decides to disengage from direct management of the library, it will nevertheless continue to make adequate annual funds available to cover the cost of its present staff, book fund and other activities.

Off with the old

From Mrs Ruth Neill

Sir, Mr Peter New (March 13) complains about "black gristy typography" on notices at polling stations. If he were to read a notice headed "Corrupt and Illegal Practices", still sometimes displayed on these occasions, he would see a paragraph stating that it is an offence to let, lend or employ "public stage or hackney carriages or carriages or horses kept for hire for the purpose of the conveyance of voters to or from the poll."

ON THIS DAY

MAY 22 1902 Our Own Correspondent was William Francis Hubbard (1858-1938)

THE SPANISH FÊTES. A STATE BULL FIGHT.

(From Our Own Correspondent) MADRID, MAY 21.

The King, with the Queen-Mother, the whole Court, and all the foreign Princes, was present this afternoon at a State bullfight. The rumour published in some English newspapers that the Duke of Connaught attended a bullfight last Friday is quite unfounded.

The interior of the vast arena of the Plaza de Toros does not in these days present, as a rule, a very exhilarating scene. There is the same animation as of old, but the colour and brightness of former times are sadly lacking.

Who knows, it might even be possible to tempt back some former emigrants if they were made attractive enough.

I can assure you that it is not contemplating any reduction in the activities of the library or the service it provides.

Each bullfight is attended by several footmen in a dress of the same period, whose duty it was to bring them fresh lances when they were broken.

With our unwritten Constitution and with our traditions of parliamentary supremacy there is no way in which our ultimate right of veto could be abolished by any written text.

But can even they deny that Europe needs, more than ever, to be able to exert its influence as an equal partner with the United States in matters of trade relations with the Arab world and in East-West relations?

I am etc. ANTHONY MEYER, House of Commons, May 8.

Yours faithfully, RUTH NEILL, 20 Raven Lane, Ludlow, Shropshire.

# GENERAL APPOINTMENTS

May

The importance of sharing values is receiving increasing attention in the United States, and to a lesser extent in Britain. Shared values within a corporation are those core beliefs about the corporation to which all members of the staff can unhesitatingly give their loyalty, commitment and talents.

The process of identifying and sharing values can unleash powerful corporate energy. But if the process is skipped and the values are "imposed" by only a few people in influential positions, rather than by the entire organization, the driving force will disappear.

The trend towards shared values, although desirable and welcome in itself, is also fraught with danger. In the past, excellent management concepts have degenerated into clichés or "flavours of the month", sometimes because they have not been followed through with persistence and thoroughness, sometimes because they have been introduced without adequate preparation, and sometimes because they have been stretched on to as "quick fix" remedies.

Shared corporate values present a further and more alluring trap for the unwary - they may give an impression of worthy cosiness, a sort of heaven on earth. The truth is that sharing values is tough. It means setting challenging standards and demanding that difficult issues are faced up to, not evaded. Shared values need continuous review, otherwise they may be reduced to empty and pious-sounding statements. Moreover, constant commitment from the top is essential and any lack of it will be highly conspicuous.

The personality or corporate mind of any company may be thought of as comprising the values, intelligence, experience and energy of the people working within it, and the fusion of these things can create an immeasurably powerful drive to propel a company towards its objectives. This power, however, will at best be short-lived if leaks occur through such commonplace defects as failure to motivate, obsession with status, absence of clear objectives, complacency, lack of co-operation etc.

Even assuming a corporate desire and ability to share know-

**Loyalty and talent can be harnessed for a company's benefit when employees share its corporate values, says Ben Thompson-McCausland**



edge, ideas and values, efforts to harness the resulting energy will be doomed if management does not strive conscientiously and continuously to create the environment in which these things can flourish. Moreover, simple adherence to ideals, unless accompanied by some form of public commitment to observable performance, may lead only to saintly intentions. But public commitment demands courage. It means cutting off escape routes and showing a readiness to stand and be counted.

It has been claimed that commitment to shared values is just because any departure from them will invite tamais, disillusion or even cynicism. But such thinking, however regrettable, is only a minor sadness compared with the appalling argument sometimes raised to the effect that shared values are useful to management only in times of economic expansion, the inference being that when unemployment is high agreement with the workforce is unnecessary.

Values which are truly shared take time to develop, and a difficulty-facing management today in the West is that we live in an instant society. Although we

know of no instant methods by which values can be identified, shared, developed and absorbed (thus creating corporate energy), we still persist in wanting results now. The management of change in companies requires great patience and persistence. Furthermore, it cannot be achieved by one man alone nor even by the top team.

Success in the management of change requires the identification and encouragement of a company's latent energy and talent and it is by working with these things that lasting change can be achieved. Nobody should be surprised, however, if, to begin with, emergent corporate energy is reinvested in the status quo. Change causes disturbance and it is understandable that in such circumstances people should look back towards known methods which may have served well in the past.

In the early stages of service and the prospect of excitement may present a misleading picture of willingness to change, but the reality is that even the forces of inertia will eventually rouse themselves to resist. Moreover, even when corporate energy is success-

fully applied, change in corporate attitudes will at best be uneven and certain parts of the corporate mind may continue to revert to former responses.

If sharing gives rise to corporate energy, refusal to share is likely to produce the opposite effect. We have only to consider the degree of conflict in British industrial relations since, say, the Second World War (when we had the opportunity to start afresh) to see how debilitating the effect of conflict has been.

There is no instant remedy to industrial debilitation but even the earliest stages of improved teamwork, through genuine commitment to the identification and encouragement of shared values, can be accompanied by a powerful release of corporate energy which, if properly managed, should be revitalizing.

In industries which have long suffered from strained industrial relations the difficulties of embarking on sharing values should not be underestimated.

Nevertheless, given that the exercise is the direct circuit values are in every company make a whole identify and beliefs to which company give loyalty, talents, then opportunity revitalization needed if we are once energy namely North Sea

But without continuous commitment, efforts in industry by identifying and harnessing energy will be stillborn, no sitting on the fence.

Ben Thompson-McCausland, chief executive of the company, London, author of the entitled *Change and expands on mentioned at*

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We recruit graduates, aged between 26 and 35, who are qualified accountants, MBAs. You'll have highly impressive experience in the finance function of an international commercial company and your skills will have led you to expect high rewards. We're offering a remuneration package of up to £28,000, plus car, together with the opportunity for career progression, both within management consultancy or outside it, should you choose to return to industry.

Please send a resume, including a daytime telephone number and quoting Ref. T40 Allan McNab, Coopers & Lybrand Associates Limited, Plumtree Court, London EC4A. Opportunities currently exist in our London, Cambridge and Reading offices.

**A WINNING TEAM**  
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**ROBERT CRICK**  
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"The Civil Service was interesting but promotion was slow. Here the harder you work, the sooner you get to the top!"

**ALAN DUNKLEY**  
Previous Occupation: Hotel Manager  
"In Catering I was working long hours for very little reward. At Marlowe Sachs I find myself in a stimulating environment where hard work pays!"

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"I have worked in a variety of different service industries, and ran my own business. At Marlowe Sachs I feel I have found my niche. Here I'm paid well, reap my hard-earned independence, and look to my main interest - making money for investors."

Marlowe Sachs are intermediaries in the field of Unit Trusts, Pensions, Investments (onshore and offshore), and Insurance. We are expanding our sales operations and require intelligent, energetic individuals aged 25-40 for our Head Office in the City.

**Marlowe Sachs**  
28 Greville Street, London EC1N 8SU  
Tel: 01-242 2420

**MARKETING OPPORTUNITIES**

The Financial Times Conference Organisation forms one of the world's foremost high level business conference organisations.

It needs to strengthen its well established and successful marketing team by appointing two Marketing Assistants.

One of these positions is a permanent post and the other will be for a period of six months. It is possible that after the initial period the temporary post could become permanent.

To fill these positions we seek Marketing Assistants who have the personal appearance and self assurance to deal confidently with members of the international business community, yet also possess the necessary skills and ability to undertake detailed research, type and formulate detailed marketing plans.

The ideal candidates will be of graduate calibre, have had at least a couple of years working experience, preferably in the marketing field, and be prepared to work under pressure.

They are likely to be ambitious and wish to develop themselves and their career further by working in this prestigious organisation. They will have some knowledge of the City, industry and international business or the motivation to find out.

Please apply in writing and send C.V. to:

Mrs. Diana Whittington, General Manager, Conference Organisation, Arthur Street, London EC2R 9AX.

**SENIOR OFFICER (STAFFING)**  
£10,668 - £11,331 p.a.

This is a new post of deputy to the Principal Officer (Staffing) who is responsible for two sections dealing with the administration of teaching and non-teaching appointments in schools. There are ten posts in the two sections.

In addition to supervisory duties the person appointed will examine existing procedures and propose alterations to meet changed circumstances; co-ordinate the completion of major statistical returns and replies to enquiries; and help to organise the preparation of job descriptions for teaching posts.

Ideally the successful candidate will have an IPM or administrative qualification and three years experience in personnel related work. A knowledge of local government and/or pay and conditions of school-based staff would be helpful.

Relocation expenses are payable subject to conditions. Previous applications will automatically be re-considered. For an informal discussion ring Alison Price-Deans or John Baker on 01-879 2424 ext 2578 or 2666.

Closing Date: 11.6.86 Ref: ED 825/A

Application forms obtainable from the Personnel Office, Room A/204, Town Hall Annex, New Broadway, Ealing W5 2BY. Tel: 01-840 1985 (24 hour service). Please quote appropriate reference.

**Ealing**  
London Borough

Handwritten note: 5000 من الاجل



# GENERAL APPOINTMENTS

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**SECURITIES SYSTEMS**

Income package to c.£40K

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Extensive benefits package

- If you want to work where
- using your DP skills to increase profits means high rewards,
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With a capital base of nearly \$6 billion and a network that stretches around the globe, The Morgan Bank is a world leader in the financial markets. A major reason is Morgan's commitment to systems development. Our systems professionals provide, organise and analyse the information that makes Morgan one of the most successful financial institutions anywhere. And we want more of them.

The project managers we need will supervise the development and smooth running of Morgan's worldwide systems network. They have a quality degree and an impressive track record of 5-10 years. They adapt quickly to changing market conditions, and have a flair for using innovative techniques to find new business solutions. They lead by example and know how to focus, simultaneously, on several strategic projects (lasting weeks or even months, but never years) and still produce outstanding results.

If managing accomplished, professional teams to make sophisticated on-line, real-time systems even better is a powerful attraction to you, talk with Morgan. The challenges are great - and so are the rewards.

Please contact our consultant John Miskelly on 01-831 0111 during office hours or on 0702-202758 weekends (noon - 6 pm). Alternatively, send a cv to JM Management Services, (Ref 327/ST), Columbia House, 69 Aldwych, London WC2B 4DX.

**The Morgan Bank**

## Systems Development Specialists

Locations: London, Paris, Munich.

c.£20,000 + Car + Mortgage + Banking Benefits

**SECURITY PACIFIC**  
EUROFINANCE, INC

Security Pacific Eurofinance Inc., part of the huge worldwide financial services organisation Security Pacific Corporation, are rapidly expanding their financial product range into Asset Based Finance with associated financial services and banking systems.

With offices in London and across Europe, they are embarking upon a major systems development programme to both drive and react to rapidly changing business areas.

They are now seeking Senior Analyst Programmers to develop and implement systems on VAX and PCs, utilising BASIC, PMS, DECNET, PSI, DATATRIVE, CDD, all-m-i and in the near future 4GLs and relational database products. The successful candidate will have at least 11 years commercial experience on VAX (preferably BASIC), plus analysis experience, and a solid understanding of accounting and/or financial systems. Experience in any of the above

utilities and 4th generation tools will be a distinct advantage. The position will involve all aspects of systems development from analysis of functional requirements thru systems design and coding to live implementation, and requires an individual with the drive and energy to execute and manage projects through to completion.

In addition to a range of banking benefits that includes: 5% Mortgage, Private patients plan, Non-Contributory Pension, Life Insurance and subsidised loans, the position involves monthly travel to European offices.

They are also urgently looking for individuals with a similar background to work in either Paris (to FF 240,000) or Munich (to DM 72,000). Fluency in French or German and (for Paris) a knowledge of French banking systems are essential.

To apply, please telephone or write quoting Ref: CM1038.

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Associates**

International  
Search and Selection  
160 New Bond Street, London W1Y 0HR  
Telephone: 01-408 1670.

## Product Marketing Executive

My client is one of the foremost computer manufacturers in the UK and is looking to recruit a marketing professional to plan new product moves in the PC, W/P, TERMINALS AND NETWORK MARKETPLACE. The ideal candidate will possess an in-depth knowledge of this market and will understand complexities, competitiveness and buying principles of its users. For this reason, they are looking for highly motivated marketing professionals who have developed through the sales route. Crucially you will have to demonstrate a high degree of success selling PC's in bulk to major accounts and OEMs.

Your move into marketing will have been made at least two years ago and you will now be able to contribute to competitive analyses, advertising programmes, pricing, target marketing, product release and planning, and sales and profitability forecasting.

Long term career prospects are excellent within an environment that is committed to marketing and you can expect to receive a remuneration in the region of £20,000 to £25,000 plus car.

For further details contact  
Chris Matchan.

**TECHNOLOGY APPOINTMENTS**  
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## Trading Administration Controller

Executive Trouble Shooter

**London/Essex**

A medium sized, rapidly expanding import/export business seeks a manager to be responsible for trading administration. Initial base is the central London head office.

The ideal applicant will be aged over 35 with experience of managing and controlling staff. The new man or woman must be capable of revitalising the growing contribution of the Company. The work will also involve the overall responsibility for the paperwork concerned with purchase and sales contracts, and import and customs documentation.

**c£20,000 + car**

The ability to work under pressure and pay attention to detail is essential. The successful candidate will be a self-starter, who can plan well ahead and keep the Directors up to date. Future expansion plans include the improvement of office systems and computerisation. Promotion prospects and remuneration are flexible and should not bar outstanding candidates.

Those with appropriate experience should write in confidence to R.N. Orr, quoting Reference M2611, or telephoning for a form.

**Roland Orr  
& Partners**  
Management Consultants

12 New Burlington Street London W1X 1FF Telephone 01-439 6891

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£13,341 - £17,006  
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To prepare documentary feature and short films on the whole field of political, social and intellectual life in Britain and abroad. The work is assigned primarily for use in translation, but much is also carried in English in the World Service.

You should have proven writing ability, wide interests, good political judgement and education to university standard or equivalent. Experience or radio (including a good broadcasting voice) and knowledge of at least one foreign language would be an asset.

Contact us immediately for application form and further details (quote ref. 5781/T and enclose S.E.S.) BBC Appointments, London W1A 1AA. Tel: 01-827 5799.

**BBG**  
We are an equal opportunities employer.

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Seeks energetic, bright young driver/cashier (M/T). Clean driver and interest in wine are essential. Contact Hayes & Cart, 17 Leicestershire St., London, SW1E 6ET. Tel: 01-735 7878.

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Tel: 01 493 0137 between 10am & 2pm to arrange interview.

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A challenging appointment, scope to advance to the main board within 3-5 years

**LIVERPOOL £24,000-£32,000 + CAR**

**BIBBY LINE LTD - EXPANDING IN SHIPPING, OIL, TRANSPORTATION AND FINANCIAL SERVICES**

This appointment is in Bibby Line Ltd, which is the Managing Company of Bibby Line, and calls for accountants (C.A. or A.C.A.) aged 35-45 who have acquired at least 7 years practical industrial or commercial accounting experience and not less than 2 years heading the financial operation of a company whose turnover exceeds £10 million. The successful appointee will be responsible for the total finance function and will cover, through a small team, the treasury function, bank relationships, syndicated loans, mergers and acquisitions etc. The major bulk of work will centre initially on management information and new projects. A high level of commercial acumen and the ability to make a significant contribution to the company's continued development is important. Initial salary negotiable £24,000-£32,000, car, contributory pension, free life assurance, free family PPP, assistance with relocation expenses if necessary. Applications in strict confidence under reference FD109/TT to the Managing Director.

### COMPANY ACCOUNTANT

An exacting and demanding position. Scope to reach the Board in 12-24 months and for equity participation.

**CENTRAL LONDON £20,000-£30,000 + CAR**

**EXPANDING COMPANY TRADING IN COMMODITIES AND FINANCIAL SERVICES**

Applications are invited from accountants (CA or ACA) aged 27-34, who have acquired a minimum of 5 years' post-qualification experience and practical experience in installing and updating computerised accounting systems. The responsibilities are widely drawn and will cover the total accounting function (assisted by a small team), cash management, credit control, and liaising with the outside hardware and software specialists on the continuous up-date of systems on a DEC computer. A real interest in computer applications, commercial flair and the ability to make a substantial contribution to the organisation's successful growth is key to this position. Initial salary negotiable £20,000-£30,000 + car, pension allowance, family BUPA and assistance with removal expenses if necessary. Applications, in strict confidence, under reference CA 110/TT, to the Managing Director.

ACCOUNTANCY & LEGAL PROFESSIONS SELECTION LIMITED, 35 NEW BROAD STREET, LONDON EC2M 1NH.  
TELEPHONE: 01-588 3576 or 01-588 2576. TELEX: 887374. FAX NO: 01-256 8501.

ORGANISATIONS REQUIRING ASSISTANCE IN RECRUITMENT PLEASE TELEPHONE 01-628 7539

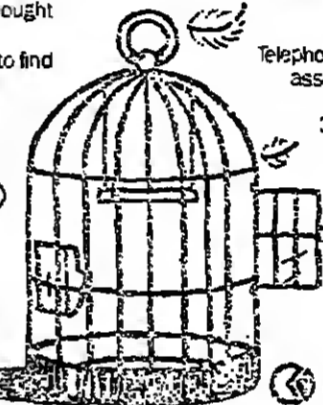
## HAVE YOU BEEN TOO BUSY WORKING TO FIND THE RIGHT CAREER?

For years many of us have been involved in the day to day necessities of living that we have given little thought to how we might enhance our careers.

We are just too busy working to make the time to find our true vocation, this is a paradox which usually results in a feeling of wanting to change but not knowing how to go about it.

Chusid Lander can change all that. We are a group of specialist career consultants whose sole function is to guide experienced executives like you to achieve your personal and financial ambitions.

We guarantee that we will commit our time and effort until you are satisfied that your career objectives have been realised.



Instead of being caged up, we'll help you fly.

For thirty years we have been striving for the best. Now it's your turn!

Telephone us to arrange a confidential personal assessment without obligation, or write to The Administrator Ref. 35/37 Fitzroy Street, London W1P 5AF.

LONDON	01-580 6771
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MANCHESTER	061-228 0089
NOTTINGHAM	0949 37911
GLASGOW	041-332 1502
BELFAST	0232 621824

**CHUSID LANDER**

### Play a vital part in the future of tourism in London

**Salary range: £12,839 - £15,773 (under review)**

London Visitor and Convention Bureau is the official tourist board for London, responsible for the management, development and promotion of tourism in the capital. We now have opportunities for two people to join our small, professional management team.

#### Development Manager

A key role with responsibility for administering a grant aiding scheme for tourism development projects; providing development advice to tourism businesses; stimulating investment in new projects; and monitoring all tourism development proposals in London.

It therefore calls for a first-class communicator, aged 28-55, with degree or professional qualification, a sound financial background and several years relevant commercial experience. An understanding of public sector funding, experience of tourism or leisure industries and a good knowledge of London would all be advantageous.

#### Research Manager

You will provide a comprehensive research service, including the commissioning of surveys on London's tourism industry; collection and analysis of tourism statistics; and obtaining post funding for research projects.

Age 28-55 and educated to degree level, you should have several years commercial experience in statistics or research together with good analytical and communication skills.

If you have the aptitude to make a significant contribution to our continuing development, telephone or write to an application form to: The Personnel Department, London Visitor & Convention Bureau, 26 Grosvenor Gardens, Victoria, London SW1W 0DU. Tel: 01-730 3450 ext. 224.



### Director of Tourism and Amenities

**Salary £22,494-£24,800**

Applications are invited for this challenging post due to the retirement of the present Director.

The Director of Tourism and Amenities is a member of the Council's Management Team and is responsible for the administration of the Tourism and Amenities Department of the Council, which, in addition to providing the Borough with a major tourist attraction and dealing with the normal tourism and leisure facilities, includes the running of a large conference complex, a substantial Catering section, Museums and Art Galleries.

Scarborough Borough Council derives its name from one of Britain's leading holiday resorts and conference towns where the main administrative centre is situated and includes, within an area of approximately 520 square miles, two other well known holiday resorts, Whitby and Filey, together with the major part of the North York Moors National Park.

### Deputy Director of Tourism and Amenities

**(Publicity and Marketing)**  
**Salary £19,827-£18,510**

Applications are invited for this new key appointment of Deputy Director of Tourism and Amenities (Publicity and Marketing).

This is an exciting opportunity to help develop tourism in an area renowned for its natural beauty. The successful candidate will be responsible to the Director of Tourism and Amenities and will be fully involved in the activities as shown above for the post of Director of Tourism and Amenities with a particular responsibility for Marketing and Publicity.

Applications for the above posts should have imagination, energy and enthusiasm, preferably within the tourism industry, and should possess appropriate qualifications and have substantial publicity, marketing and management experience and be able to make a significant contribution to the development of the Council's Tourism and Amenities Services.

The posts attract a car allowance, together with a generous range of relocation allowances, where appropriate. Temporary housing accommodation may also be available.

Scarborough Borough Council is an equal opportunities employer.

Application forms and further particulars can be obtained from the Chief Executive, Town Hall, Scarborough, North Yorkshire, YO11 2HG. Telephone 0723 372351, Extension 422. Please indicate the post for which you are applying.

Closing Date: Tuesday, 10th June 1986.

**SCARBOROUGH BOROUGH COUNCIL**

### SWISS COMPANY

specialised in Holiday Resorts/real estate development is hiring its

#### SALES MANAGER

to promote its developments.

Experience in real estate "Time Sharing" appreciated.

Exceptional opportunity for an ambitious and serious person.

The candidate should send their detailed offers to:  
**Maitre DAGON**  
12-14, rue du Marché, CH-1204 Geneva.

## District General Manager

The Macclesfield Health Authority is to appoint a new District General Manager, who will have overall responsibility for management's performance in the use of available resources to provide Health Services in the Macclesfield District. The District has a population of around 180,000, and the Health Authority manages a revenue budget of £32M.

Applications are invited from men or women with the capability for the high managerial performance required in this post - either from within the National Health Service (in any discipline) or from outside.

Appointment will be for a three year fixed term, renewable by mutual agreement and will be in the salary range £27,000 - £33,000, dependent on the profile of the candidate. Clinicians will be paid in accordance with HC (85)9.

Application forms and an information pack are available from the District Personnel Officer at Macclesfield District General Hospital, West Park Branch, Presbury Road, Macclesfield, Cheshire, (Telephone 0625 21000). Completed applications should be addressed to the Chairman of the Authority, Mr J. Millert, JP, at this address, and should be received not later than 13th June 1986.

**MACCLESFIELD health authority**

**ADVERTISING CONTINUED ON PAGE 26.**

COURT AND SOCIAL

COURT CIRCULAR

BUCKINGHAM PALACE May 21: The Queen this morning presented the new Queen's Colour to the Portsmouth Command at Whale Island.

Marriages

Mr L. de Soissons and Miss A. Meynell The marriage took place on May 17 at St Michael's, Framlingham, Suffolk.

Births, Deaths and In Memoriam

MANBRIDGE - On the 9th of May in Connecticut, to Claudia and Bruce... MARRIAGE - On the 17th of May at St Michael's, Framlingham, Suffolk.

the Carisbrooke Hall of the Victory Services Club, London, W. Her Royal Highness was received by the Chairman of the Victory Services Association...

KENSINGTON PALACE May 21: The Prince of Wales, Colonel-in-Chief, the 22nd (Cheshire) Regiment, visited the 1st Battalion in training at Hyde and Lyda, Kent today.

YORK HOUSE, ST JAMES'S PALACE May 21: The Duchess of Kent this evening attended a concert in aid of the Carnegie United Kingdom Trust at the Royal Albert Hall.

Her Royal Highness was received by the Chairman of the Council (Mr Barry Reed). The Princess Anne, Mrs Mark Phillips, President of the British Knitting and Clothing Export Council, today attended a luncheon at the Berkeley Hotel, London, SW1 following the Council's Annual General Meeting.



An eagle buzzard preparing for flight at Whipsnade Park yesterday from the glove hand of Mr Adrian Walker, of the Falconry Centre, Newent, Gloucestershire. Nine birds of prey will be giving free-flying displays three times a day, except Fridays, to visitors to the park from this Saturday until September 30 (Photograph: Chris Harris).

Forthcoming marriages

Mr J. R. Davidson and Miss G. Ballour The engagement is announced between Mr J. R. Davidson, eldest son of Mr Arthur Davidson and Mrs Betty Davidson, and Miss G. Ballour, daughter of Mr Michael Stoop and Mrs Beverley Stoop.

Birthdays today

Mr Kenny Ball, 55; Viscountess Dunrossil, 60; the Right Rev Douglas Feaver, 72; Professor Sir William Hawthorne, 73; Sir Mark Heath, 59; Professor G. W. Keeton, 64; Sir Edwin Leathley, 68; Mrs Dawn Lorimer, 79; Mr Victor Montagu, 80; Miss Betty Swanwick, 71; Mrs Betty Williams, 43.

University News

Oxford OXLEY COLLEGE: John Michael Oxley, who worked for the Bank of America, has received an award in information technology.

Mr D. Day and Miss D. A. Stoop

The engagement is announced between David, eldest son of Mr Arthur Day and Mrs Betty Day, and Miss D. A. Stoop, daughter of Mr Michael Stoop and Mrs Beverley Stoop.

University News

Oxford OXLEY COLLEGE: John Michael Oxley, who worked for the Bank of America, has received an award in information technology.

Luncheon

Luncheon Content Club Mrs Shirley Williams was the guest speaker at a meeting of the Luncheon Content Club held yesterday at the Club Rooms, Mr Alan Ure, chairman, presided.

Marlborough College

Marlborough College has announced the following entrance awards for 1986: The Deacon School, Oxford, Dorrance Van Der Meer, 11th year.

Appointments

Latest appointments include: Major-General Sir David Hughes-Morgan, director of Army Legal Services, 1986-1987, and a recorder since 1983, to be a circuit judge on the South-eastern Circuit.

OBITUARY DR ROCHI HINGORANI Medical assistance for the Third World

Dr Rochi Hingorani, the Indian eye specialist and founder of the International Cultural Exchange, has died in London. He was 84.

MR OLAF KIER

Olaf Kier, who died on May 3, aged 86, was one of a small group of Danish civil engineers who made a great impact on civil engineering contracting in Britain.

MR PERCY RICHER

Mr Percy Richer, who successfully and single-handedly championed widows and orphans against the powerful interests of large insurance companies, died suddenly on May 2, aged 60.

ERLE BRADFORD

Erle Bradford, author of 'The Mighty Hood', a work that deserved mention on three counts. First, it dealt with the life of that unique warship which became known as the symbol of British sea power and supremacy between the wars.

Science report

Soviet view of year 3,000 in space The disassembling of Chernobyl has done little to blunt the Soviet appetite for ideas embracing vast-scale technologies.

share their ideas. Such meetings would, Hingorani believed, create a mutually beneficial bond. His dream became reality when, in 1950, he founded the International Cultural Exchange, remaining its chairman until his death.



School mourns three girls killed by lorry

Two hundred children at All Saints Church of England Primary School, Maidstone, Kent, were in mourning yesterday for three girls who were killed by a lorry as they walked home on Tuesday afternoon.

The Rev William Taylor, curate of All Saints Church, broke the news at a tearful school assembly. "Many of the children already knew but I had to tell the whole school. The 10 and 11-year-olds responded very emotionally and there were lots of tears," he said.

Mr Taylor led the children and teachers through "The Lord is my Shepherd" and prayers for the dead children, their parents and the school. "This is a terrible tragedy," he said. "The roads into this town are a race track and we desperately need more safety precautions."

Afterwards the children crossed the road in All Saints Church for a service for the new mayor and councillors of Maidstone Borough Council. The three girls who died, Leanne Berry, aged 7, Sadie Wilkins, aged 9, and Marie Stone, aged 10, all of Maidstone, would have been singing in the choir at the mayoral service.



A poignant memorial placed at the scene of the tragedy.



The scene yesterday in Hayle Road, Maidstone, where the three schoolgirls were killed.



The three accident victims (from left): Marie Stone, aged 10, Sadie Wilkins, aged nine, and Leanne Berry, aged seven.

Radiation alert at Normandy plant

From Diana Geddes Paris

Five men were exposed to radiation in a minor accident at a nuclear waste treatment plant in Normandy on Tuesday, it was revealed yesterday. Cogema, a subsidiary of the state-owned Atomic Energy Commission, which runs the plant at La Hague, said the five were "irradiated, but not contaminated", in so far as they did not breathe in any radioactive particles because they were wearing masks.

They were all allowed home after medical tests but, for some time, will not be allowed to work in any area where there is a risk of further radiation.

Two of the workers were exposed to radiation well above the accepted level of five units a year - which is said to be considerably lower than the danger level. One received 18 units, another 11, and the other three between 1.6 and 0.7 units.

The incident, described by Cogema as "bothersome and regrettable, but without particular importance," occurred while the men were decontaminating a pipeline.

The satirical weekly, Le Canard Enchaîné, carried a report on Tuesday claiming that a major nuclear catastrophe had been avoided "by a hair's breadth" just two years ago after an electrical circuit failed at a nuclear power station at Bugey, in the Ain.

Commenting on the report, M Alain Madelin, the Industry Minister, confirmed that there had been a near accident. Reactor test, page 7.

Attacks on ANC only a start, says Botha

From Michael Hornsby Johannesburg

President Botha of South Africa told Parliament in Cape Town yesterday that Monday's attacks on alleged African National Congress (ANC) targets in neighbouring countries were only "a first instalment".

South Africa, he said, had "the capacity and the will to break the ANC" and fully intended to use it.

His statement contrasted with rather more conciliatory remarks earlier in the day by Mr R.F. "Pik" Botha, the Foreign Minister. He spoke of the possibility of "useful discussion and negotiation" with black nationalist members of the ANC if they were prepared to break with their communist colleagues.

He also denied that Monday's raids had been a setback for the Commonwealth Eminent Persons Group (EPG) and its attempts to mediate between Pretoria and the ANC. Negotiations with the EPG would "continue with all seriousness".

"The raids were not aimed at anything in this country. When you are dealing with a terrorist threat you cannot predict when it is the right time to hit back."

Meanwhile, at a press conference in Pretoria Mr Louis Nel, the Deputy Minister of Information, failed to provide convincing evidence that any of those killed in the raids had been ANC members.

He claimed that four ANC terrorists had been killed, two in Zambia and two in Botswana, but gave no names. Mandela pledge, page 6.

India accused on drugs

Efforts to stem the rise in heroin smuggling were being seriously hampered by the Indian Government's refusal to allow British drug officers to be posted in India (Our Political Staff writes). Mr David Mellor, Parliamentary Under-Secretary of State at the Home Office, said yesterday that there had been a 20 per cent rise in the amount of heroin being smuggled into Britain with 75 per cent of it coming from India. He told the Commons Home Affairs Select Committee that India would not allow in British officers who had been so successful in cutting drugs from Pakistan. Sir Geoffrey Howe, Foreign Secretary, is to be questioned by the committee about the Indian Government's attitude.

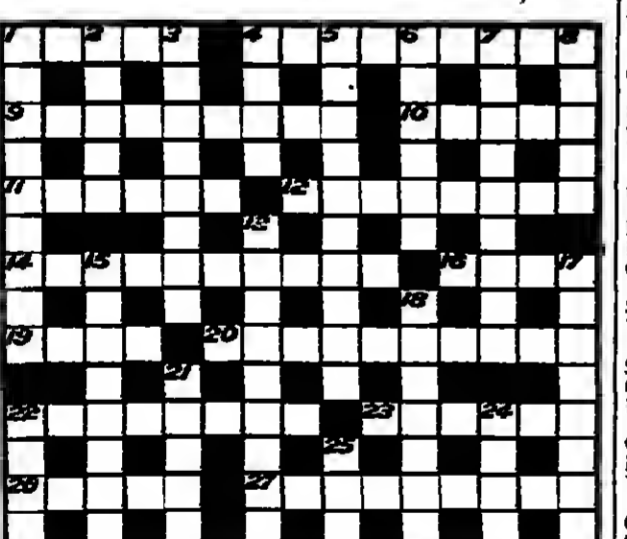
Today's events

Royal engagements: The Queen makes a private visit to Kentucky, U.S.A., departs Heathrow, 1. The Prince of Wales attends a service of the Most Honourable Order of the Bath, Westminster Abbey, SW1, 11.15, and later opens the new plant centre at Ebury Gardens, Hampshire, 3.30. In the evening, accompanied by the Princess of Wales, he attends the premiere of the film Biggles, The Empire, Leicester Sq, WC2, 7.40. The Princess of Wales visits the Edith Intermediate Treatment Centre, South Shields, Tyne and Wear, 9.55; and later opens the new premises of the North East Council on Addic-

tions, 1 Moseley St, Newcastle upon Tyne, 11.30. Princess Anne attends the annual banquet of the Royal Academy of Arts, Burlington House, W1, 7.40. Princess Margaret attends the annual meeting of the Royal Scottish Society for Prevention of Cruelty to Children, City Chambers, Edinburgh, 2.30. Princess Alice, Duchess of Gloucester, attends a service of the Order of the Bath, Westminster Abbey, 11.08; and later attends a concert, St John's, Smith Square, SW1, 7.44. Princess Alexandra opens Kay Court, the new resident home of the Jewish Blind Society, 368 Finchley Rd, NW3, 2.30; and later visits Waverley Manor, Home for the Elderly,

160-166 Great North Way, NW4, 4. Last chance to see Artists in the Theatre: Kokosika, Kandinsky, Cocteau and Legar; The Bastard Gallery, Brighton College, Eastern Rd, 11.30 to 5. Paintings and drawings with a collection of restored 19th century Turkish Yuruk carpets by Peter Samuelsen; Niccolò Paganini, Brewery Court, Chesham, 10 to 4.30. Music: Recital by Ronald Birks (violin), Bernard Gregor-Smith (cello) and Benjamin Frith (piano), 12.45; Recital by Philip Davies (flute), Peter Cropper (violin), Robie Ireland (viola) and Bernard Gregor-Smith (cello), 7.45; Crucible Studio. Recital by Takashi Shimizu (violin) and Gordon Bak (piano), at George's, Brandon Hill, Bristol. Concert by the Halle Orchestra; Perth City Hall, 7.30. Concert of recorder music from five centuries; St Cubert's School Hall, Hawick, 7.45. Organ recital by Robin Bowman; St Peter's, Worfield, 7.30. Recital by Jean Gordon Brown (soprano) and Edward Hutton (bass); Liverpool Parish Church, 1.05. Concert by the King's School; St Mary's, Ely, Cambs, 7.30. Choral concert by the Stuttgarter Vokalensemble and Cantorus Girls' Choir; St Mark's, Mansfield, Notts, 7.30. Concert by Bourmoutch Concert Brass; The Bandstand, Lower Gardens, Bournemouth, 7. Recital by Damaris Wollen (clarinet) and Alexandra Biby (piano); Blandford Parish Church, Dorset, 1. Talks, lectures: Botanic Gardens lecture: Nepal - A plantman's paradise, by Mr Tony Schilling; Rutbury Theatre, Leicester University, 8. New Zealand, by Joyce Latham; The Birmingham and Midland Institute, Margaret St, Birmingham, 11. Richard Church: man of letters, by Richard Ormond; The Microphone Arts Centre, The Lea, Folkestone, 7.30. Alfred Waterhouse: Victorian architect, by Dr Colin Cunningham; Reading School Hall, Eleigh Rd, 7.30.

The Times Crossword Puzzle No 17,052



ACROSS 1 Women's keenness for making approaches (8). 2 Rubs clean in sink in this address (9). 3 Rev up like this after service, his dynamo needing repair (9). 4 One who drinks like a fish, right? (5). 5 Edges of motorway, illuminated on both sides, going to the south (6). 6 Short hair-style, without colour, makes an American quail (3-5). 7 Vague suggestion, we hear, of making less noise in bars (10). 8 Deposit from ground-rent (4). 9 Some - often unseen - dedicated women (4). 10 Concert-gone at the front (10). 11 Remove Dean, being improperly fostered? (8). 12 Cloak and mask, usually with spots (6). 13 Military band to arrange pieces afresh (5). 14 The claims he made for his claims (9). 15 Look out here, they say, for high bars (5-4). 16 Medal clasped by model soldier (5). 17 Making Bill work to the House... (8). 18 ... charwoman having failed to finish lower chamber (4). 19 Miss once? (6-4). 20 Capital ring taking a power unit over (6). 21 Carpet of corded material on edge and end (9). 22 Serves how huge like English head of Ennereale (5). 23 Get relief from cardiagia in bed (6-4). 24 Promises of a party in showing (9). 25 Having excellence in lofty environment? (9). 26 Fresh, like bathoff Coves (8). 27 Boxes or spars after assembly (6). 28 Sort of language typical of some columnists (5). 29 Man embracing young Diana has peculiar expression (5). 30 Racecourse without a tax (4). Solution to Puzzle No 17,051

DOWN 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

Books - paperback

The Library Editor's selection of interesting books published this week. FICION: Ebowing the Sash, by T. Garter (Abacus, £4.50). La Chien Cochon, by Françoise Sagan, translated by C.J. Richards (Star, £3.95). Mr Belshazzar, by V.S. Pritchett, introduced by Walter Allen (Oxford, £3.95). The Only Problem, by Muriel Spark (Tried Granton, £2.50). The Theory of Awakened Blood, by Simon Lovish (Black Swan, £3.95). NOW: Fiction: A.J.A. Systems, the Life and Speculations, by Julian Symons (Oxford, £4.95). Mountains, by Philip Ziegler (Fontana, £3.95). Mountains, by David Cook (Constable, £3.95). The Earls of Creation, by James Lees-Milne (Century, £5.95). Virginia Woolf, A Writer's Life, by Lyndal Gordon (Oxford, £4.95).

Film competition

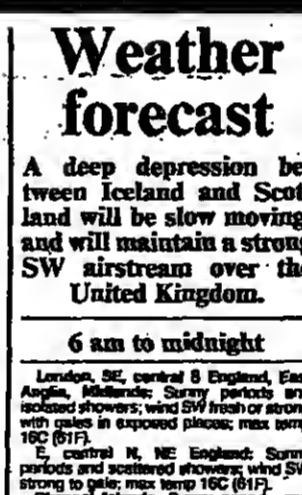
Young film and video-makers, aged 11 to 25, are offered a chance to get an airing for their films on BBC Television's "Showcase '86". Films entered for "Showcase '86" will be eligible for the Radio Times Film and Video Awards. Any film or video completed since January 1, 1984, can be submitted - established movies are also eligible. There are two age groups, 11 to 18 and 19 to 25. A selection of the best movies will be shown in December. Entry forms and competition rules are available from "Showcase '86" - BBC Television, Wilton House, The Broadway, London, W2 2PA; entry forms should be submitted by June 20, 1986. No films or videos should be sent at this stage.

Parliament today

Commons (2.30): Sex Discrimination Bill, second reading. Lords (11): Airports Bill, committee stage; Housing (Scotland) Bill and Drug Trafficking Offences Bill, third readings.

Weather forecast

A deep depression between Iceland and Scotland will be slow moving, and will maintain a strong SW airstream over the United Kingdom. 6 am to midnight: London, SE, central E England, East Angles, Midlands: Sunny periods and scattered showers; wind SW fresh or strong with rain in excess of 100mm (10). SW, NW England, Wales, Lake District, Isle of Man, SW Scotland, Northern Ireland: Sunny intervals and scattered showers; wind SW moderate or fresh; max temp 18C (64). SW, NW England, Wales, Lake District, Isle of Man, SW Scotland, Northern Ireland: Sunny intervals and scattered showers; wind SW strong to gale with severe gales in exposed places; max temp 15C (59). SW, NW England, Wales, Lake District, Isle of Man, SW Scotland, Northern Ireland: Sunny intervals and scattered showers; wind SW strong to gale with severe gales in exposed places; max temp 15C (59). SW, NW England, Wales, Lake District, Isle of Man, SW Scotland, Northern Ireland: Sunny intervals and scattered showers; wind SW strong to gale with severe gales in exposed places; max temp 15C (59). SW, NW England, Wales, Lake District, Isle of Man, SW Scotland, Northern Ireland: Sunny intervals and scattered showers; wind SW strong to gale with severe gales in exposed places; max temp 15C (59).



High Tides

Table with columns for location, high tide time (AM), high tide time (PM), and low tide time (PM).

Around Britain

Table with columns for location, sun/rain, and weather conditions.

Lighting-up time

Table with columns for location and lighting-up time.

Yesterday

Table with columns for location, temperature, and weather conditions.

Anniversaries

Births: William Sturgeon, electrical engineer; Whitlington, Lancashire, 1783; Richard Wagner, Leipzig, 1813; Sir Arthur Conan Doyle, Edinburgh, 1859. Deaths: Constantine the Great, Roman Emperor 312-337, Nicomedia (Izmit, Turkey); 337; Maria Edgeworth, Edgewoodstown, Ireland, 1849; Alessandro Manzoni, poet, novelist and patriot, Milan, 1873; Victor Hugo, Paris, 1885; August Gregory, Lady Gregory, playwright, poet and director of the Abbey Theatre, Dublin, County Wick, Ireland, 1932; C. Day-Lewis, poet, Laureate 1968-72, and as Nicholas Blake, writer of detective stories, Hadley Wood, Hertfordshire, 1972.

Tower Bridge

Tower Bridge will be raised today at 6.30 pm and again at 7.30 pm.

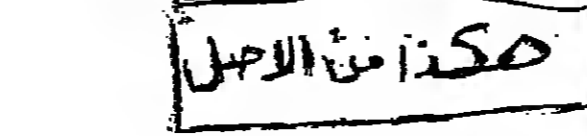
THE TIMES INFORMATION SERVICE

11 If for any reason The Times does not publish in the morning, the paper will be suspended for that day. On each day your unique set of eight numbers is printed on the back of the paper. In the column provided next to each number, the price of each share is given. After stating the price changes of your eight shares for that day, add up all eight share changes to give you your overall total plus or minus (+ or -). Check your overall total against the Times Portfolio dividend published on the back of the paper. If your overall total matches the Times Portfolio dividend, you have won a share of the total prize money available. You must claim your prize as instructed below. How to play - Weekly Dividend: Monday to Sunday record your daily Portfolio total. Add these together to determine your overall total. If your total matches the published dividend, you have won a share of the prize money available. You must claim your prize as instructed below. How to claim - Telephone 0254 2377 between 10.00 am and 5.00 pm. If you have a share of the prize money, you will receive a letter from the Times Portfolio Division. You must claim your prize as instructed below. You must have your card with you when you telephone. If you are unable to telephone someone else can claim on your behalf but they must have your card and call the Times Portfolio Division. No responsibility can be accepted for any loss or damage to your card. The above instructions are applicable to both daily and weekly dividend cards.

THE POUND

Table with columns for bank, buys, and sells.

Notes for small denomination bank notes: none for 100, 50, 20, 10, 5, 2, 1, 50p, 20p, 10p, 5p, 2p, 1p. Different rates apply to travellers' cheques and other foreign currency business. Retail Price Index: 385.3. London: The FT index closed up 7.5 at 1312.5.



FINANCE AND INDUSTRY

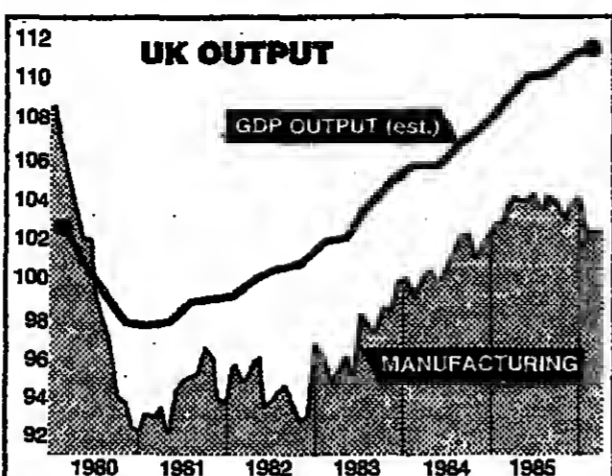
Output figures and forecast suggest economic slowdown

By Sarah Hogg Economics Editor

Weak output figures released yesterday coincided with a gloomy independent forecast that Britain's economic recovery had lost its momentum.

Gross domestic product (GDP) rose by only 0.4 per cent in the first quarter of this year, half the rate in the previous quarter, according to provisional official output-based estimates. GDP was 2.5 per cent higher than in the first quarter of 1985, but output was artificially depressed by the miners' strike early last year. After allowing for this factor, GDP grew only about 1.5 per cent in the year to the first quarter of 1986.

The spring forecast of the National Institute for Economic and Social Research, published yesterday, suggests that output may rise only 1.9 per cent between 1985 and 1986 as a whole, significantly less than the 3 per cent growth forecast by the Treasury at Budget time. The National



UK OUTPUT: GDP OUTPUT (est), MANUFACTURING. Institute forecasts growth of only 1.7 per cent in 1987.

The National Institute suggests that output stagnated worldwide during the early months of this year, and that Western Europe was particularly depressed by bad weather. However, it expects lower inflation - averaging little more than 3 per cent in the industrial world - to stimulate international growth from now on, with output in the industrial countries rising by 3.1 per cent this year and by 3.5 per cent next year.

In Britain, however, the National Institute believes that "monetary policy is damaging the prospects for exports and investment on which the hopes of renewed economic recovery depend".

The National Institute believes the Budget was not "as expansionary as it should have been" and takes issue with the Treasury's forecast of investment growth. However, it believes inflation will fall even lower than the Treasury forecast, dropping to 2.8 per cent by the end of this year, though rising slightly next year.

Industry policy defended

By Edward Townsend, Industrial Correspondent

The Government returned to the offensive yesterday after a fortnight of big manufacturing industry job losses with a claim from Mr Paul Channon, the Trade and Industry Secretary, that Mrs Thatcher's administration "does have a clear and coherent policy towards industry".

The Government's primary aim had been to create a climate for wealth creation, enterprise and growth. "To do so has sometimes called for tough, painful and unpopular decisions; confronting reality can often be a painful business. But we have been determined to face up to difficult problems."

Addressing the British Institute of Management, Mr Channon said the greatest disservice the Government

could do to industry and the unemployed would be to abandon the battle against inflation.

Those who said the Government had paid for its success with the jobs of those now unemployed were "totally wrong," he said. "History and experience have shown us that inflation and unemployment are not alternatives."

Recognition of the limitations of what government could achieve was crucial to the Government's approach to industry, any attempt to try to guide industry in a direction the market did not wish it to go was almost bound to fail.

There may be exceptional cases when it is necessary for Government to intervene. But we should always remember that once a company is pre-

Berisford profits leap 25%

By Michael Preat Financial Correspondent

S&W Berisford yesterday announced a sharp increase in interim pretax profits 24 hours after rival bids for the company were referred to the Monopolies and Mergers Commission. Coffee trading and financial services were the main sources of the higher profits.

Pretax profits for the six months to the end of March rose more than 25 per cent from £29 million to £36.5 million, although the dividend was held at 3.5p. Earnings per share were 13.63p against 11.34p.

But the combination of the refusal of the bids from Tate & Lyle and Hillside Holdings, the food and manufacturing group, and the improved profits has accompanied a change of heart at Berisford.

Mr Ephraim Margulies, chairman and chief executive, had wanted to sell British Sugar and engineer a private management buyout of other assets. Yesterday, however, he suggested the emphasis would be on improving the return on assets at British Sugar and keeping S&W Berisford a public company.

Mr Margulies said: "If we achieve our goals we will be less interested in selling". He hoped to increase the return on British Sugar's assets from around 11 per cent to 15 per cent. Pretax profits from sugar and animal feeds were virtually unchanged at £22.6 million.

Berisford also hopes to cut its debts.

Losses treble at Mitel

By Our City Staff

Mitel, the troubled Canadian telecommunications manufacturer in which British Telecommunications recently took a controlling interest, yesterday announced sharply-increased losses for the year to the end of March.

Losses before tax rose from Can\$29.6 million (£14.2 million) to Can\$88.9 million on sales up from Can\$370.8 million to Can\$413.2 million. Extraordinary write-offs of Can\$62.8 million increased total losses to Can\$160.2 million.

However, Mitel said it was now well equipped to move forward with an innovative product range from specialized telephone sets to electronic switching systems for voice and data, together with semiconductor devices.

Scottish drive to attract business

By Ronald Farr

The Scottish financial community, which accounts for more than 70 billion of assets, yesterday launched a campaign to lure business north of the border in the wake of big bang.

Lending banks, insurance and investment companies have joined ranks to support the initiative, which received the blessing of Mr Malcolm Rifkind, Secretary of State for Scotland, Mr Robin Leigh-Pemberton, Governor of the Bank of England, and Sir Nicholas Goodison, chairman of the Stock Exchange.

The company, Scottish Financial Enterprise, will encourage awareness of Scotland's financial resources at home and promote its activity abroad.

Mr Jack Shaw, senior partner in Deloitte Haskins &

£365m P&O property bid

The Peninsular and Oriental Steam Navigation Company has sent shareholders its offer document for Stock Conversion, the property company for which it has made a recommended £365 million bid.

P&O's cash offer of 720p per share was based on a Stock Conversion net asset value of not less than 768p per share.

The offer document reveals that Stock Conversion's revaluation, which includes dealing properties for the first time with retained profits, resulted in a net asset value of 770p per share at May 15 with a contingent tax liability estimated at 164p per share.

Rio Tinto in £30m US takeover

By Richard Lander

Rio Tinto-Zinc has increased its involvement in the American sand industry by paying \$46 million (£30.2 million) for the Illinois-based Onawa Silica Company.

The acquisition of the family-owned group, together with last year's purchase of the Pennsylvania Glass Sand Company, makes RTZ the largest supplier of silica sand in the United States.

The new addition was an-

nounced at the annual meeting yesterday when the chairman, Sir Alister Frame, told shareholders that RTZ had endured a difficult start to 1986. Although he said the company was a net beneficiary from lower energy costs, "the oil price has halved and the expected beneficial effects on demand for other products has not yet begun to compensate; moreover, the US dollar has weakened further.

The chairman had to face a barrage of questions from about 25 dissident shareholders.

Mr Hanson Industries, the American arm of Hanson Trust, has sold for \$160 million (£105 million) the paper operations in Jackson, Alabama, of Allied Papers. Allied was acquired by Hanson as part of the recent \$920 million purchase of SCM.

Table with Market Summary: STOCK MARKETS, MAIN PRICE CHANGES, CURRENCIES

Table with Interest Rates: LONDON, FRANKFURT, SWITZERLAND, NEW YORK

Table with Gold: LONDON Fixing, NEW YORK

International Leisure ends merger talks with BCal

By Jeremy Warner, Business Correspondent

Merger talks between Mr Harry Goodman's International Leisure holiday tour group and British Caledonian, have broken down, it was confirmed yesterday.

The two sides made it clear in a statement that no further talks would take place though all discussions so far had occurred in "a most friendly manner".

The discussions, which began in January, first centred on the idea of putting the short-haul aircraft activities of the two companies together and then widened into talks about a full-scale merger.

But Mr Goodman was not prepared to pay anywhere near the £150 million demanded by Sir Adam Thomson, the privately-owned airline's chairman.

Significant differences in the management approach of the two companies also emerged in talks. The two sides mutually agreed to end the discussions before Mr Goodman's bid could be put formally to today's full meeting of BCal's board.

The airline said yesterday that despite the difficulties BCal was not looking for a partner and denied that any discussions were planned with Cathay Pacific, the Hong Kong airline.

Cathay has long been seen in the airline industry as a natural fit with BCal though BCal claims never to have held any talks on a get-together.

BCal sources said there was never any question of investors in Industry (31), which owns 42 per cent of the airline, being at odds with Sir Adam Thomson over the merger talks with International Leisure.

They said the BCal board was at one in condemning International Leisure's valuation of the business as "derisory" and not worth considering seriously.

International Leisure's bid is believed to have valued the airline at less than its last published net assets of £98 million.

Executive Editor Kenneth Fleet

A cautionary tale on National Bus selloff

Just weeks before the expected first sale of a National Bus Company subsidiary to its management, the publication yesterday of the 1985 accounts cannot help but sound a note of caution about the privatized and deregulated future. Even in a year when turnover grew by 7 per cent and the nationalized company registered its first increase in passengers, operating profits fell by £10 million to £35.8 million.

he is adamant that all the companies are to be sold as businesses and that mortgage charges are to be put on the properties so that any future change of use will result in further payments. The point of privatization, in any case, is to reduce overall subsidies without hacking away at services. It is anyone's guess if this will be achieved.

inevitably, in preparation for privatization, there has been some tidying up: both redundancy costs and maintenance spending were higher. After allowing for this, however, operating margins were still down and working expenses per mile were up. And deregulation in October is expected to cut fares on profitable routes.

Computer babble

At the bottom line, clearing the decks cost £103 million in extraordinary charges - including a substantial deferred tax provision - leading to a record net loss of £85 million compared with a £22 million net profit the previous year.

Yesterday's announcement of the new computerized Taurus system for relegating the share certificate to relic status followed yet another breakdown in the Stock Exchange's existing computer systems. As well as leading to dissemination of out-of-date information to some Stock Exchange information subscribers (including The Times and its readers) this forced yet another suspension of dealings on the traded options market while the breakdown was rectified.

Against this background the management of the 70 subsidiaries are being encouraged, and subsidised by up to £50,000 each for legal costs, to mount buy-outs. The response so far has been everything for which the Government could have hoped, with almost all the management teams expressing an interest. There are also potential outside bidders for 51 companies.

Traded options dealers may well hold their hands up in despair and wonder when it is all going to end. The disruption of dealings in the market on Tuesday was the fifth time this has happened since February 20. On March 14 the market failed to open at all, an expensive failure which coincided with the introduction of a new computerized system for matching bargains in the market.

There are still considerable uncertainties about the commercial viability of some of the companies and the future of uneconomic, but socially desirable, bus routes.

It is all very well for the Stock Exchange to announce the ambitious £6 million plan for Taurus, to come into effect in 1989. In the meantime the existing systems for traded options dealings are clearly in need of overhaul. Time is definitely out on the Stock Exchange's side here.

NBC last year received £62 million in subsidies from the shire councils and, on top of this, supported unprofitable routes through cross-subsidies to the tune of around £65 million. If the councils continue to provide funds the few local bus companies will tender for those services and, while Rodney Lund, chairman of NBC, hints darkly at remedies from the competition agencies, the NBC companies will have to hope for even-handedness in this process.

The dealers deserve a full explanation of the problems that the Stock Exchange is having with options dealing systems. Rumours at the moment are rife, most of them focusing on the inadequacy of the exchange's software. Some say that it simply cannot cope with the level of bargains. Others, who include senior participants in the market, claim that the new in-house clearing system, to which the Stock Exchange recently switched, is fundamentally incompatible with the method by which dealings are normally reported.

Mr Ephraim Margulies, chairman and chief executive, had wanted to sell British Sugar and engineer a private management buyout of other assets. Yesterday, however, he suggested the emphasis would be on improving the return on assets at British Sugar and keeping S&W Berisford a public company.

One broker explained with feeling: "They are using a system which inherently does not work. It requires human beings to behave in a way that they have never done before."

But the combination of the refusal of the bids from Tate & Lyle and Hillside Holdings, the food and manufacturing group, and the improved profits has accompanied a change of heart at Berisford.

Privatization will certainly not make much mooey for the Treasury directly. The subsidiaries have a book value of some £155 million but a more rigorous approach to depreciation, in line with the rest of the industry, would lower this to around £100 million. The sum of the parts will be worth less than the whole, so the Government may end up simply recouping the £79.4 million still owed to the Department of Transport, some of which dates back to NBC's 1968 formation.

Mr Margulies said: "If we achieve our goals we will be less interested in selling". He hoped to increase the return on British Sugar's assets from around 11 per cent to 15 per cent. Pretax profits from sugar and animal feeds were virtually unchanged at £22.6 million.

A higher price would be likely if Mr Lund was willing to entertain proposals from property developers, but

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COMMERCIAL PROPERTY

# Landau completes £18m buyout of Guinness Peat Properties

**By Judith Huntley**  
City Merchant Developers, the property company set up by Mr Martin Landau as the result of a management buyout of Guinness Peat Properties, came into being this week.

It was a complicated £18 million deal. Mr Landau, former managing director of Guinness Peat Properties, said it was "like buying a development company half-way through its life".

The new company involves a mixture of loan stock and equity with its principal shareholders and guarantees from Bankers Trust, its financial adviser. In addition, there were various development partnerships to sort out on the portfolio itself which has 10 developments in Britain and two investment properties.

Mr Landau jokingly admitted that if he had known how complicated it would be to finalize the buyout, he might never have tackled it.

But CMD is now established and as a property trader, expects to share in the present vogue for such companies. But it is not going to follow the likes of Arlington Securities to the market. Instead it will be looking to buy a 30 per cent stake in a quoted

property company, while itself remaining private.

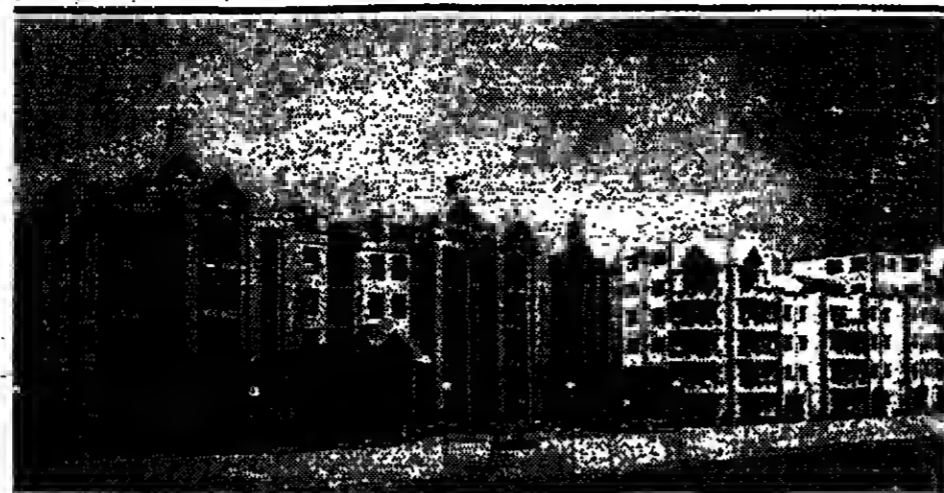
The company is capitalized at £10.25 million, its net asset value. Mr Landau intends to build a strong asset base and will be looking hard for asset growth to even out lumpy development profits which often characterize trading companies.

Bankers Trust is making £32.7 million available to CMD in the shape of medium-term loans and guarantees. This will allow the company to buy development interests, investment properties and look for other opportunities.

Guinness Peat has an option over 25 per cent of the company, underwritten by Bankers Trust. Mr Landau and his family interests hold 25 per cent of the equity. Other big shareholders include Sir Robert McAlpine & Sons with 15 per cent and Equitable Life with the same holding.

Mr Landau intends to refinance the investment side of the company. He believes that deficit financing, common in the property market for so long, will soon be frowned upon. The time is close when rental income will match development costs he says.

CMD's income will come from three sources. Rental



The LEP Group's redevelopment of its City of London riverside site has given it an asset worth £70 million. The 190,000 sq ft building near Blackfriars, which cost £40 million to develop has been pre-let to Swiss Bank Corporation International which will sub-let 70,000 sq ft. The rest is over £30 a sq ft. It is a sign of the times that the scheme will not be a deficit financing deal. Lazard Brothers, the merchant bank advising LEP, says that medium-term funding is in train for the development which, given present interest rates will be adequately covered by rental income. LEP was advised by St Quintin and James Andrews & Partners. Hillier Parker acted for Swiss Bank. Speyhawk (Project Management) will be project manager.

income and project management fees - the company is to manage four Guinness Peat Properties projects - should cover overheads and show a profit, according to Mr Landau, with development profits being the icing on the cake.

CMD's City of London schemes, Towergate - close to the Tower of London at the Docklands Light Railway station - and St Georges Court, Eastcheap, are well under way.

The company hopes to see a 20 per cent profit on its 25 per

cent share of Towergate, a freehold 161,000 sq ft office scheme which is fully funded by Britel Fund Trustees. And it has a £26 million non-recourse loan from A P Bank for the Eastcheap development.

## Opec talks ruled out by Britain

**By David Young**  
Energy Correspondent

The Department of Energy has ruled out making any change in its present policy on oil output despite requests from Norway to co-operate with it in a joint approach to the Organization of Petroleum Exporting Countries (Opec).

Mr Alick Buchanan-Smith, the Energy Minister, said yesterday that government policy will remain unchanged and that the pace of oil output from Britain's North Sea and offshore oil fields will remain a matter for the operating companies.

He said: "We will continue our policy of meeting other oil-producing nations individually, but we will not be involved in talks with Opec."

It is likely that Norway will be represented at the next full Opec meeting in Yugoslavia on June 25 and the new Norwegian government has asked Britain to consider co-operating in reducing oil output to help push up world oil prices.

Mr Buchanan-Smith yesterday inaugurated Britain's newest offshore oil field at Welford, near Lincoln, which is operated by BP. It will soon reach full production of 3,000 barrels a day, after starting at 600 barrels a day.

Mr Buchanan-Smith said: "Onshore development is totally dependent for its success on goodwill and liaison between the oil company and the local community."

## US seeks machine tool import curb

**From Mohsin Ali, Washington**

President Reagan is to seek voluntary restraint agreements from West Germany, Switzerland, Japan and Taiwan to reduce their machine tool exports to the United States.

The President announced in a written statement that the voluntary agreements with the four nations would be aimed at limiting their US sales in six main categories of machine tools.

These cover machining centres, computer controlled and non-computer controlled lathes, computer controlled and non-computer controlled punching and shearing machines, and milling machines.

Imports have taken an increasing share of the US market. The National Machine Tool Builders Association in 1983 filed a request "on the grounds that the industry was vital to the nation's national security interest".

The President in his announcement delayed the decision on the national security argument for six months while voluntary arrangements are negotiated.

He directed that import levels be reviewed during the next six months.

Administration officials said the action would seek to reduce overall machine tool imports, which now account for about 70 per cent of the US market, to near or slightly under 50 per cent.

The President's action also calls for \$5 million (\$3.29 million) a year over the next three years in federal matching funds "to support private sector technology centre to help the machine tool industry make advances in manufacturing and design".

## Consumer prices fall

US consumer prices fell 0.3 per cent last month, reflecting a continued decline in oil prices, the Labour Department announced yesterday (Mohsin Ali writes from Washington).

Energy prices in April dropped 5.8 per cent.

During the three months to the end of April, prices fell at an annual rate of 4.3 per cent, the lowest rate since January 1949, the Department said.

The favourable news follows a report last week that prices at the wholesale level fell 0.6 per cent, which was also due to oil price declines.

While the fall in oil and energy prices is bringing strong downward pressure on these inflation indicators, they masked an upward trend in the index.

The department said that excluding energy, the consumer price index rose 0.4 per cent last month.

## 'Record' rent for Land Securities

Land Securities has pre-let its 41,500 sq ft office scheme at 77 Gracechurch Street in the City of London at what the agent, Savills, describes as a record rent - close to £40 a sq ft.

The Continental Corporation, a United States insurance company, is taking the space. Baker Harris Saunders, which acted for the tenant, is to dispose of its surplus 15,000 sq ft of space.

The amount of vacant industrial floorspace in England and Wales fell by 5.5 per cent to 119.51 million sq ft in the first four months of this year, according to the latest figures from King & Co, the estate agent specializing in industrial property.

Regional variations show that space available fell by 4.4 per cent in the South-east and by 9.4 per cent in the Midlands.

Fewer new buildings are coming on to the market. The total area available for sale or letting fell by 7.7 per cent to 1.36 million sq ft.

King & Co reports that there is a shortage of good, well-located industrial space in many areas. The reason for this is that rental growth has been too poor to allow developers to build at a profit. And the strong demand for residential space has resulted in land changing use, never to return to industrial floorspace. But rents are improving in some areas because of the scarcity of space.

Mr Derek Pezman has lost his last-ditch attempt to win consent for a 1 million sq ft out-of-town shopping centre near Leicester.

Three Law Lords upheld the decision of the Secretary of State for the Environment, Mr Kenneth Baker, to refuse consent for the Centre 21 scheme because of the adverse effect it might have on Leicester's trade.

The developer of Centre 21 produced evidence to show that Leicester city centre trade could suffer a 10.6 per

cent loss of business once trading began.

The decision, however, does not mean that every proposed out-of-town centre would have to pass a 10 per cent rule on its impact on nearby shopping. The Department of the Environment says that every case will be examined on its merits and that there will be no blanket rule on acceptability.

Brodero Properties, which is soon to go public, has had a boost to its £45 million, 270,000-sq-ft retail scheme at Aberdeen. The John Lewis Partnership is opening a 200,000-sq-ft department store next door.

It has bought Norco House, a department store operated by the Northern Co-operative Society. The new store, double the size of the old one, should be trading by the middle of 1989.

This year is proving to be a critical one in the evolution of the British commercial property market. Investment, development, property marketing and management principles are having to adapt and cope with structural changes in nearly every sector of the market, and the pace of change comes in marked contrast to the relative stability of recent years.

That is the verdict of Jones Lang Wootton in its latest review of the rapidly changing world in which the property industry is having to operate.

Jones Lang has allied itself firmly with proposals to establish a unitized market in commercial buildings, arguing that it will provide the missing link in asset management for investors. And the firm has set up J.L.W. Financial Services to advise on the finance related to property assets.

J.L.W. is a member of the National Association of Security Dealers and Investment Managers which will allow it to trade in any such new market.

## HK office space in demand

The sale of the Hong Kong Government's site at Victoria Barracks in the colony's financial district this month is expected to realize HK\$1 billion (£84.32 million).

It is the second site to be sold at the barracks and Swire, the Hong Kong property company, is likely to be a keen bidder for the plot, which is next to its 760,000-sq-ft office development at Victoria Barracks.

Mr David Runciman, the director of Richard Ellis's Hong Kong office, expects a high price to be paid for the government site. He says there is a strong demand for office space in Hong Kong and, although there will be about 3

million sq ft of high-quality space coming on to the market in the next 18 months, he does not foresee a drop in rents.

He says that there is pent-up demand in the colony, where the financial services sector is growing rapidly. Swire has pre-let 150,000 sq ft of its Victoria Barracks scheme, which includes a 700-bedroom Marriott hotel.

Top rents in Central District - where Hongkong Land's Exchange Square is located - are HK\$26 (£2.19) a sq ft per month. The first two towers of Exchange Square are nearly all let, paving the way for the company to proceed with the third tower, with 324,000 sq ft.

The Bank of China will be sub-letting 500,000 sq ft in its new headquarters and the 988,000 sq ft Financial Square scheme will be complete by next year.

Financial Square, next to Victoria Barracks and opposite the Bank of China, is being developed by five partners from Singapore, mainland China and Japan.

The Chinese and Japanese are becoming increasingly interested in Hong Kong although they want different kinds of investments.

Prime office yields are now 9 per cent, while those for residential development are 12 per cent.

DEBENHAM TEWSON & CHINNOCKS

01-408 1161

Ref P.B. (Res) or D.I.M.

### Associated Japanese Bank (International) Limited

Extract from Audited Accounts

	28th Feb. 1986	25th Feb. 1985
Share Capital	£18,100	£16,400
Retained Profit	11,620	10,543
Subordinated Loans (£ equivalent)	15,721	21,024
Deposits	645,581	649,796
Loans	392,158	500,826
Total Assets	603,067	715,464
Profit before Taxation	4,030	4,012
Profit after Taxation	2,777	2,610

The Sanwa Bank Limited, The Nomura Securities Co. Ltd., The Mitsubishi Bank Limited, The Dai-ichi Kangyo Bank Limited.

An International Consortium Bank (Shareholders' aggregate assets well exceeding U.S.\$396 billion)  
Associated Japanese Bank (International) Limited  
29-30 Cornhill, London EC3V 9QA  
Tel: 01-223 5661. Telex: 883661

## Cardiff

Former teaching complex in prime suburban position

Suitable for educational or other uses including residential (subject to planning)

# 118,000 sq.ft.

(Gross internal approximately)

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Modern teaching blocks, 3 hostels and 2 houses

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Freehold by private treaty

**Cooke & Arkwright**

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# Further International Growth by AMEV

- AMEV's net profit for the year ended 31 December 1985 amounted to Dfl 307.6m, an increase of nearly 19 per cent compared with 1984. The figure before tax and provisions was Dfl 447.8m (1984: Dfl 378m).
- Life assurance, general insurance and other financial activities all contributed to the growth in profit. An important factor for the results was the consolidation for the first time of Western Life Insurance Company of Minnesota.
- Total income for the year rose by over 30 per cent to Dfl 7.512m. US companies contributed 47 per cent of this figure, Dutch companies 38 per cent, other European countries 12 per cent and Australasia 3 per cent.
- Shareholders receive a final dividend of Dfl 1.80 per share (nominal value Dfl 2.50), making an increased total for the year of Dfl 2.55 (1984: Dfl 2.35).
- During the year AMEV acquired two more insurance companies: the Etrole group of Belgium and Bishopsgate Insurance of the United Kingdom. Their results have not been included in the reported figures.

### Consolidated Profit and Loss Account (millions of guilders)

	1985	1984
Life assurance	232.6	213.8
Non-life insurance	168.6	135.2
Other activities	46.6	29.0
Profit before taxation and provisions	447.8	378.0
Net Profit	307.6	258.8

### Five Year Record (millions of guilders)

	Assets	Net Profit
1981	13,596.7	163.6
1982	14,935.9	178.4
1983	17,072.4	208.6
1984	22,186.2	258.8
1985	24,181.2	307.6

Assets have increased over the 5-year period at a compound rate of 14%, and profits after tax at a compound rate of 16.5%.  
(£1 = approx. Dfl 3.75)

AMEV Worldwide

AMEV is an international insurance and financial services group based in the Netherlands; its shares are quoted on the Amsterdam Stock Exchange. Options on AMEV bearer certificates are traded on the European Options Exchange. Total assets now exceed Dfl 24 bn.

AMEV operates in 12 countries: Belgium, Denmark, Eire, France, the Netherlands, Spain, Switzerland, the United Kingdom, Australia, New Zealand, Hong Kong and the USA.

AMEV in the UK

AMEV offers a comprehensive range of financial services in the UK through Gresham Assurance Group and Bishopsgate Insurance.

Gresham is engaged in all aspects of life assurance, pensions, mortgages and unit trusts. Bishopsgate, together with its subsidiary Leadenhall Insurance, is a general insurance company operating in marine and non-marine business through the London market as well as in travel, motor and other personal insurances.

Copies of the 1985 Annual Report can be obtained from AMEV (UK) Limited.

2-6 Prince of Wales Road, Bournemouth BH4 9HD.  
Telephone: 0202 760297  
N.V. AMEV  
Utrecht  
The Netherlands

# GENERAL APPOINTMENTS

## We want the best resources in Oil and Gas.

Can you meet the challenge of a changing environment?

Price Waterhouse is one of the leading management consultancy practices in the UK with an extensive and successful track record in the energy business.

Our work in the oil industry spans both upstream and downstream operations and is growing all the time. As a result we are currently seeking high calibre specialists to join our team.

Your work with us will be challenging and varied. The emphasis will be on developing practical and workable solutions that can be readily implemented and which generate worthwhile and lasting benefits for our clients.



If you are an expert in one or more of the following areas then we would like to talk with you.

- Information technology (particularly retail applications)
- Maintenance systems
- Marketing
- Project management systems
- Telecommunications
- CAD/CAM
- DP strategy review
- Operations planning and control
- Financial and accounting systems

Additionally, we are interested in hearing from people with management or previous consultancy experience involving budgeting and cost control, management information systems and human resources.

For high achievers, the opportunities for career advancement are excellent. The rewards include a negotiable salary up to £30,000 including a company car for the more senior appointments. If you feel you can match the challenge, are in your mid 20's to mid 30's, are prepared to work out of PW offices in Aberdeen and Stavanger as well as London, then please write quoting reference MCS/8407 to Michele Deverall, Price Waterhouse, Management Consultants, Southwark Towers, 32 London Bridge Street, London SE1 9SY.

**Price Waterhouse**



## CHIEF ECONOMIST (Designate)

Applications are invited for the appointment of Chief Economist (Designate) in the Meat and Livestock Commission. The Commission is a statutory body publicly accountable through the Agriculture Ministers for providing services to enhance the efficiency of the Livestock and Meat Industry. This includes the provision of economic information.

The main function of the appointment is the management of the Economics Department of some 37 staff, the principal work of which is the collection and dissemination of economic information to the meat and livestock industry.

The department publishes a number of regular bulletins in respect of the UK and international meat markets. Telex services, which supply immediate information to the industry are operated on a regular basis and a PRESTEL service has also been developed.

The Economics Department acts as agent for the Agricultural Departments on price reporting for Government and EEC purposes.

Candidates, male or female, should not only have a degree in economics, agricultural economics, statistics or closely allied subject but should also have considerable managerial experience in running a similar department working to rigorous timescales. Knowledge of languages would also be an advantage.

The successful applicant will be appointed in the autumn of 1986, and take over full responsibility for the department on 1 January 1987.

Depending on qualifications and experience the appointment will be made in the range of £18,000 to £22,000.

Application form and further details from: Senior Personnel Officer,

MEAT AND LIVESTOCK COMMISSION  
PO Box 44 Queensway House Blechley MK2 2EF  
Telephone Milton Keynes (0908) 74941 Telex 82227

## The Dee Corporation PLC GROUP COMPANY SECRETARY

The Dee Corporation PLC is looking for a Group Company Secretary to be based at the Group Headquarters at Milton Keynes, who will report to the Group Legal and Administrative Director in respect of all of the activities of the Company Secretarial Department. The successful applicant is likely to be either a Chartered Secretary or a qualified lawyer (solicitor or barrister) ideally in either case with experience in a public company.

Salary will be in the range £25,000 - £35,000 depending on age and experience.

Applications, in writing please, accompanied by a detailed curriculum vitae, to:-

J. J. F. Francis Esq.,  
The Dee Corporation PLC,  
Silbury Court,  
418 Silbury Boulevard,  
Milton Keynes MK9 2NB.



## MORGAN STANLEY INTERNATIONAL Controllers Department

Career Development Programme for outstanding University graduates

We are searching for a select few who have the intelligence, discipline and initiative to dedicate all of their skills and energy to pursuing a unique career in the international securities industry.

The role of the Controllers' Department is to provide timely and accurate information for monitoring the firm's financial performance and making important business decisions. The department is organised into business unit controllerships which maintain close, daily contact with each of the firm's major trading areas.

Our Programme Offers:

- An outstanding compensation programme. We offer a starting salary significantly above that which most graduates can obtain in other entry level positions. Thereafter we reward staff strictly according to performance and their ability to take on increasingly complex responsibilities.
- A means of establishing a high growth career in a challenging industry. We offer a significant amount of training in both accounting and in the securities industry, plus the opportunity to work with exceptionally talented securities industry and accounting professionals.
- The objective of the three year training programme is to produce professionals with practical accounting skills and the knowledge to use them as a tool to approach business problems.

Requirements:

Individuals selected for this programme will have performed with distinction during their academic careers and be anticipating an excellent university degree. Analytic and numerate skills are essential.

Please send a comprehensive C.V. and a covering letter in which you outline your reasons for applying for this programme.

Mrs. Lynn Hopping  
Morgan Stanley International  
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London E.C.3

## International Sales and Marketing DEFENCE INDUSTRY

NORTH WEST c.£18,000+CAR

Our client, a substantial British Company, produces high value power products for a wide range of military equipment. A key appointment is to be made in order to develop further opportunities in both the UK and International Markets.

### Sales Manager - NAVAL PRODUCTS

Submarine and torpedo related products represent a major part of the Company's defence sales. The Sales Manager will control the development of business both with UK based O.E.M.'s and in the fiercely competitive international market. Additional responsibilities include market and competitor analysis, preparation of tenders and contract control.

Applicants, aged 30 to 45, must have a sound engineering background (preferably electrical) which may have been gained during a Short Service Commission. The commercial skills to negotiate and control major contracts with O.E.M.'s, the MoD and its International equivalents are essential. The ability to motivate agents, and fluency in French, Spanish or German would be an advantage.

REWARDS: Salary is for discussion c.£18,000. Other benefits include a Company car and generous assistance with relocation where necessary.

Applicants of either sex please write with full career details or telephone for an application form quoting the reference 1042.

Hales & Hindmarsh Associates Ltd.  
Century House, Jewry Street,  
Winchester, Hampshire SO23 8RY  
(0962) 62253

Search and Selection

## THE MUSEUM OF MODERN ART, OXFORD DEPUTY DIRECTOR (ADMINISTRATOR)

SALARY SCALE £9,790 - £12,955

This is a key management post. The successful applicant will be responsible for financial monitoring and planning, as well as for office and personnel management. Applicants should have at least 4 years experience in the financial management and administration of an arts organisation or similar body; a diploma in arts administration or other similar professional qualification would be an advantage.

Further details from the Director, Museum of Modern Art, 30 Pembroke Street, Oxford OX1 1BP. (0865) 722733.

Closing date: Wednesday 28th May 1986.

## PORTMAN BANKING

Due to the continued expansion within the City, many of our Merchant and International Banking Clients are conducting intensive recruitment campaigns for staff in the following areas:-

### MARKETING OFFICERS £20-30K

For Bankers with marketing experience who wish to further their careers within the developing special product area for their global customers.

### CHARTERED ACCOUNTANTS £16-20K

Recently qualified ACA's to move into International and Merchant banking within corporate finance, capital markets, investment or marketing.

### CREDIT ANALYSTS £12-15K

Graduates with at least 2 years corporate credit analysis experience to work with the marketing offices on new European business proposals. In several of these positions formal credit training will be provided.

FOR FURTHER DETAILS OF THESE AND OUR OTHER CURRENT VACANCIES PLEASE CONTACT

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Tel: 01-236 1113

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CompuStaff are a major force in the recruitment of wordprocessing and secretarial staff.

We are seeking an experienced senior recruitment executive to join our highly professional team of consultants based in WC1.

An ability to manage/support junior consultants and arrange for the placement of temporary staff on a weekly basis, together with a bright, enthusiastic personality essential.

Salary and conditions are exceptional and include: non-contributory health scheme, pension scheme and a high basic of between £5,000 - £10,000 with an excellent commission based on personal and group productivity.

If you are a go-ahead person who wants to climb the recruitment ladder, ring me now.

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### ALZHEIMER'S DISEASE SOCIETY PA/OFFICE MANAGER

A national charity offering support to dementia sufferers and their families needs a full-time PA/Office Manager to take charge of its HQ office.

The successful applicant will have good secretarial/PA skills and a wide experience of administrative procedures. S/he will need initiative, strong motivation and ability to work independently but as part of a team.

Salary up to £9,000 p.a.

Please apply to Alzheimer's Disease Society, 3rd Floor, Bank Buildings, Fulham Broadway, London SW6 1EP. Tel: 01-381 3177

## DIRECTOR NATIONAL CONSUMER COUNCIL

The National Consumer Council represents consumers to government, nationalised and private industry, public and professional organisations and makes policy on a wide range of consumer topics. Although funded by government, the NCC is independent.

This major appointment as the Council's Director, offers many challenges in policy creation, development and implementation. The Director of NCC heads a strong team which aims for real benefits for consumers.

Candidates may have a background in public administration, industry or a profession. They must demonstrate their ability to innovate and achieve results, to manage staff, including research staff, finance and to understand the social and economic issues affecting disadvantaged consumers in particular.

The post is pensionable at a salary in excess of £30,000 per annum.

Further information from The Secretary, NCC, 18 Queen Anne's Gate, LONDON SW1H 9AA.

Closing date for completed applications 25 JUNE 1986.

## IMPERIAL CANCER RESEARCH FUND DEPUTY APPEALS DIRECTOR

The ICRF is the largest independent cancer research organisation in Europe, employing over a 1,000 staff in its laboratories in Central London (the headquarters), South Mimms, Oxford and Clinical Units in several teaching hospitals in London and Edinburgh.

Within a rapidly expanding Appeals organisation the Fund seeks a Deputy Appeals Director to raise money through Headquarters based appeals and campaigns, and to create and develop new fund raising ideas.

Candidates should be aged 35 - 45 with strong marketing experience and flair, good public speaking abilities and a good personality. Occasional attendance at weekend or evening functions is required.

Salary in range £19,000 to £25,000. Permanent appointment. Pension Scheme.

For further details and application form write or telephone

Ms S M Hurley, Personnel Officer,  
Imperial Cancer Research Fund,  
44 Lincoln's Inn Fields, London, WC2A 3PX,  
on 01-242-0200 ext 2305.

Please quote reference 86/86.

## COMPUTER CONSUMABLES/ACCESSORIES NATIONAL ACCOUNTS SALES EXEC'S LONDON BASED INCOME PACKAGE NEGOTIABLE INCLUDING QUALITY CAR, BUPA, PENSION, ETC.

Pagereed Ltd, the UK's fastest growing suppliers of computer consumables and accessories with offices in London, Manchester and Glasgow, is expanding its national accounts division. Based in London you will be selling to major names in industry and commerce as well as government bodies, local authorities etc.

The people we are looking for will have a proven track record of selling computer consumables and accessories to major accounts and will be mature and self motivated.

If this sounds like you reply in writing or telephone:

Vince Summers  
Managing Director

**Pagereed Ltd**

111-113 Fortis Green  
London N2 9HR  
01-883 6421

# GENERAL APPOINTMENTS

## Graduate with Legal Experience Company Administration

Consumers' Association, publishers of Which? Magazines, requires a graduate with legal training to assist with all company secretarial duties. As Company Services Administrator you will have a broad, varied and interesting range of responsibilities including:

- Co-ordination of our obligations under the Data Protection Act; CA has already registered several computer systems holding personal data
- management of insurance covering libel, professional indemnity, motor, property and other risks
- development of policies and procedures, liaising with existing staff

You will handle assignments quickly and process routine work efficiently with a minimum of briefing. Ideally you will have five years sound commercial experience, preferably in a related area, and excellent communication skills. The salary will reflect specific expertise. Benefits include: 25 days annual holiday, contributory pension scheme, free life insurance and interest free season ticket loan.

For further details and an application form write to: Personal Services Manager, Consumers' Association, 14 Buckingham Street, London WC2H 8DS.

**Which?**

New appointment in support of a key regulatory committee and as a link with the relevant technical departments.

## COMMITTEE MANAGEMENT EXECUTIVE

£14,000-£16,000

### Positive management of change

- The Stock Exchange is the focal point in the City's rapid evolution.
- There is an urgent need to recognise and follow through the implications of committee decisions.
- And make things happen in a creative and positive way.

### Your background

- You will be used to working with committees.
- A graduate or equivalent with relevant professional experience.
- You will have a good understanding of City matters.
- Be computer literate and be able to pick up knowledge quickly.

### Your main responsibilities

- Providing management and administrative support within the expanding UK Equities Market.
- Aiding the definition of policies and the making of decisions before, during and after committee meetings.
- Implementing these decisions effectively.

### Interpretive and analytical role

- The art of the possible - you will need to understand the wider issues involved.
- Interpreting and analysing the regulatory impact of the 'big bang'.
- Dealing with enquiries on rules and precedents for the future.
- This could involve working closely with the technical teams who are developing support services and systems - ensuring interaction with the committee.

### Career launch

- With exposure at all levels in the Stock Exchange and the City this is a genuine career development opportunity.
  - You will be given a high degree of responsibility.
  - Excellent long-term benefits including free travel.
- Please reply with a full CV to Jennifer Gregson, Personnel Manager, The Stock Exchange, Old Broad Street, London EC2N 1HP. Tel: 01-588 2355, ext. 28123.

**The Stock Exchange**

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Bristol ☎ 0272 277315

50 Baldwin Street.

Edinburgh ☎ 031-226 5680

47a George Street.

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  - The requirement is for a retailer, a well-schooled growing professional with a demonstrable empathy for retailing and a trader's instincts and possessing sound house-keeping skills.
  - The task is to manage and control the Retail Business at branch level. Although based in London, extensive UK travel is seen as a necessary part of developing the personal performance of managers and staff and ensuring that the highest standards of customer service and stores operations are maintained and developed.
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- Please write in complete confidence to The Managing Director.

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## EDUCATIONAL CONSULTANT

APPLIED MICROSYSTEMS TECHNOLOGY is continuing its line of software development for the Middle East and is seeking to appoint a full time Educational Consultant to join its research and development staff.

The Consultant will be working in co-operation with the R & D engineers to design Arabic educational software to be run on several microcomputers. The required personnel must be fluent in Arabic, and have a career that is long recognised, with at least 10 years teaching experience in the Arab countries.

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AMT is expanding its Sales operations in the UK and now requires a Sales/Marketing Manager who is experienced with microcomputers especially IBM Personal Computers.

Salary: Negotiable according to experience.

Send full CV to:

A.M.T.  
Applied Microsystems  
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32/34 Cricklewood  
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The People

If you have initiative, possess a logical and systematic mind and above all have excellent communication skills - we need to talk to you.

The people we are seeking will ideally have 1-2 years selling experience within the above industries and will offer our clients a sound selling track record.

Our Clients  
Major names in the fields of office equipment and food based in the Home Counties. They offer excellent career opportunities for the right people. With competitive basic salaries in the region of £3,000-£15,000 plus excellent commission opportunities and company car. All usual company benefits apply.

To discuss these important positions and others in more detail ring Peter Wyrill on 01-629 7282 or write with full curriculum vitae to the address given.

SALES & MARKETING APPOINTMENTS  
7 PRINCES STREET, W. 1. 01-629 7282

## AN OUTSTANDING OPPORTUNITY AT DIRECTOR LEVEL

Our client wishes to make a Director level appointment to complement a current expansion programme.

As the foremost career planning and development organisation in Europe, our client offers unique services to both corporate and individual clients, and is seeking applicants, probably aged 45-52, with a degree or professional qualification, who can demonstrate a successful track record gained in industry at Board level.

This role demands strong personal qualities and candidates should be authoritative and persuasive with proven written and verbal communication skills. Essential prerequisites are ambition, mental agility, energy, enthusiasm and the necessity to succeed.

A highly competitive salary is offered and applications are invited from suitably qualified candidates for this excellent career appointment.

Please apply in confidence with C.V. to:

Keith Mitchell, consultant.

## Senior Management International

Executive Search Consultants



Landseer House  
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LONDON WC2H 0ES

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An opportunity to assist in the management and development of two important specialisations of the profession. Duties involve servicing working groups; liaison with member, the public and other organisations including promotional activities.

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Applications with c.v. and daytime telephone number to the Personnel Office, RICS, 12 Great George Street, Parliament Square, London SW1P6AD



Alan Sutherland (London) Ltd

Alan Sutherland (London) Limited is a leading importer and distributor of handbags throughout the United Kingdom, based in East London, and has vacancies for the following:

### CUSTOMER SERVICES CO-ORDINATOR

Responsibilities include management of Customer Services Department, computerised order and stock files, and liaison with customers and sales representatives. Numeracy, fact and management experience essential.

Salary circa £10,000.

### CUSTOMER SERVICES ASSISTANTS

Responsibilities include operation of VDU's, processing of sales orders, dealing with customer enquiries. Numeracy, fact and communication skills are required.

Salary circa £7,500

### PURCHASE ORDER CO-ORDINATOR

Responsibilities include raising purchase orders, liaising with manufacturers and customers. Numeracy and business order pressure are essential.

Salary circa £7,500.

Prospective candidates should apply to Lisa Goodrum to: 20-22 Adonis Grove, London E1. Telephone: 01-751 1007.

## BIBLE SOCIETY

wishes to appoint a Training Consultant in Bible use, and an Evangelism Training Consultant to its newly created Church Training Division.

Responsibilities will include writing and developing courses and materials, and training Church leaders in England and Wales in the use of the Bible for christian education and evangelism.

Applicants will be committed Christians, theologically educated to degree standard, with a commitment to Bible use. They will be good communicators with a proven ability to train others, and the ability to use modern management methods.

For an application form and job description please contact:-

James Escott,  
Personnel Manager,  
Bible Society,  
Stonehill Green,  
Westlea Down,  
SWINDON, SN5 7DG.  
Tel: (0793) 617381.

AJE/BJ/2086918

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## Saudi Arabia COST ESTIMATOR /QS

required by construction company with Woodwork Factory.

Applicant to be holder of B.Sc. with min. 5 years experience in civil works and/or woodwork. Taxfree income £12,000 - 15,000. Benefits include car, furnished Bachelor Accommodation and 21 days paid leave with return ticket to UK for every six months.

Please write to: KADIR MAZZE, Le Fohlen, 2013 Colombier Switzerland

## THE COUNCIL FOR BRITISH ARCHAEOLOGY MANAGING EDITOR

The work involves dealing with authors, editors, and printers, and responsibility for copy editing, production, and publicity.

Applicants must have considerable experience in the editing and production of academic publications. Knowledge of archaeology is desirable but not essential. Salary will start between £10,500 and £11,500 depending on experience. Closing date for applications is June the 2nd. Please write with a full CV to The Director, Council for British Archaeology, 112 Kennington Road, London SE11 6RE.

## SALES ADMINISTRATOR

Young and highly motivated sports and marketing company based in London (SW16) need a sales / promotion administrator who fits our team. Self-motivated, confident, reliable, sense of humour & energy are essential. Good telephone manner required for sales and promotion. Some secretarial & WP work where accuracy is more important than speed. Salary around £7,000, negotiable.

01 731 0072.

## Ambitious Graduates

Our Client, a Crown department, seeks dynamic graduates for a high profile role which will involve exposure to an investigations of topical issues and provide a professional and recognised training.

Prerequisite for success would be communication skills and the ambition to succeed. Prospects are excellent, as successful candidates can specialise and assume a consultancy role within a very short period of time.

For further information contact Michelle Ser or Jon Venk on 01-629 4463 or write to them at Harrison & Willis Ltd, Cardinal House, 39/40 Albemarle Street, London W1X 3FD.

## CHICAGO

English restaurant in Chicago desires experienced Maitre'de/Manager. The restaurant seats 300 for dinner with wine bar, saloon bar and public bar and is part of a complex including a 450 seat legitimate theatre. Please send resume to:

Mr R Faubion  
c/o Alta Berkeley Associates  
25 Berkeley Square  
London W1X 3HB

## FIELD SALES MANAGER

London & South c £20,000 +

A leading West German shower enclosure manufacturer, is planning to market and sell its products in the UK beginning this summer. The sales drive will initially be in the London and Southern areas of England therefore applicants will preferably live within and have a high market knowledge of this area. Eventually it is planned to expand the job responsibilities to national coverage after the launch period.

Applications are invited from people aged 30-50, confident, articulate and committed with a proven sales record within the shower enclosure or a sanitary ware related industry, and selling to builders merchant companies and bathroom specialists. An attractive and realistic salary, bonus and commission package is offered together with company car, medical insurance and pension scheme.

Please send full CV in strictest confidence to: R D Bernard, Grand Curves Ltd, Otters Pool Way, Watford-by-pass, Watford, Herts. 0923 56488

## PORTERS

needed to work with an exciting new development of luxury flats. Varied work 40 hour shift week. Applicants to have a UK driving licence. Call Sally Collins 01-727 5911 or write to 77 Palace Court, London W2 4JE.

# GENERAL APPOINTMENTS

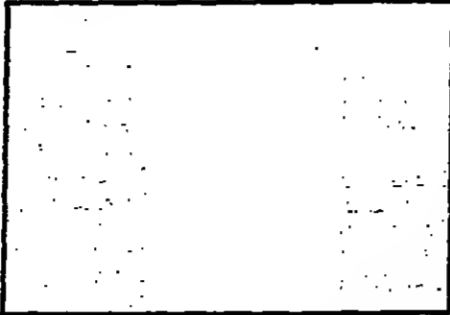
## AUDITORS Could you avoid this?

**W**aste. Time. Resources. Money.

The kind of waste it's our job to help Local Government avoid. And your job as a qualified Auditor, to help them recognise.

At the Audit Commission we have several vacancies for Auditors to join our District Audit teams based throughout England and Wales. Small, closely knit groups, who travel to Local Authorities in their area, auditing their accounts.

There's tremendous scope for variety. You will work on special projects, looking at ways the Authorities can achieve value for money. You will look at the services they provide, such as education, police, fire and social services, and examine ways in which they can be improved.



To fill such a role you need to be astute and professional. Creative with ideas, at home with figures. A qualified Accountant (chartered, certified or public finance) with sound audit experience, and preferably a knowledge of the public sector.

The rewards are high and promotion prospects superb. There's a starting salary of £13800, the opportunity to earn an extra £1300 performance related pay and excellent conditions of employment.

For an application form and further details please write to or telephone Richard Ilingworth or Philippa Beaman, Personnel Department, Audit Commission, St Lawrence House, 29-31 Broad Street, Bristol BS1 2EX. Telephone Bristol (0272) 211551.

### Audit Commission

### CAREER IN SYSTEMS ANALYSIS

JJP Consultants Ltd, one of the most highly respected training establishments in the London area, offer you the opportunity to train for a career in DP. Our SUCCESSFUL, highly intensive Analysis Course, leading to the SAEB examination, enables people like you to enter the industry as a TRAINEE SYSTEMS ANALYST.

IF YOU ARE ELIGIBLE FOR MSC SPONSORSHIP YOU WILL RECEIVE FREE TRAINING + A WEEKLY ALLOWANCE

SELECTION SEMINARS 27TH, 28TH AND 29TH MAY AT 1.45PM AND 28TH MAY AT 6PM

If you are between 23 and 35, educated to 'A' level standard and reside within a 30 mile radius of London, please telephone 01-338 2312 or write to Miss Louise James, JJP Consultants, 24 Stephenson Way, London NW1 2HD.

### UK SALES MANAGER LADIESWEAR AND MENSWEAR

POLO/RALPH LAUREN are expanding their wholesale business and wish to appoint a sales manager for menswear and ladieswear. The candidate should be well versed in concept selling and have knowledge of upmarket speciality and department stores throughout the UK and presently working in a similar environment.

The responsibilities require a dynamic and enthusiastic personality with a strong organisational sense.

Salary negotiable.

Please send C.V. and photograph to:  
Mrs C. Rixon (T)  
Polo Ltd,  
8 Cork Street  
LONDON W1X 1PB



### INTERNATIONAL TRUST GROUP

A rapidly developing international Group, whose shareholders include U.S., German and Swiss institutions, is seeking an energetic, innovative lawyer or accountant to deal with business development, planning, administrative and accounting matters in its West-End London office. The Group's activities include international financial planning advice and administration, offshore corporate administration, and services to offshore mutual funds from several countries.

Candidates should ideally be aged 30-40, be qualified as an accountant and/or lawyer, familiar with personal and corporate international financial planning advice and administration. Experience in private banking will be a help. The position will involve some travel.

Written replies with CV, please, to Managing Director, New World Trustee Services (UK) Limited, 4th Floor, 15 Stanhope Gate, London W1Y 6AB. Telephone 01-408 1835.

The International Agency for Research on Cancer, Lyon, France, which is part of the World Health Organization, is looking for a French Officer.

The ideal candidate will be in his early to middle thirties and will be making the move with his family or view rather than as an interim step to other employment. Permanent consideration will be given to relevant experience (at least 10 years). Basic knowledge of accountancy is required. Excellent knowledge of English and good working knowledge of French are essential for the supervision of several French staff members in the Agency. The scope of the work includes cash management, responsibility for bill payment and staff salaries and that day to day running of the financial operations of the Agency. The successful applicant will be responsible also for the smooth conduct of the Agency's Bank's funding. Experience in working overseas is highly desirable and a knowledge of the French language would be an asset. Annual salary level is US\$ 21,261 plus a post adjustment which is currently US\$ 5,500 for a staff member without dependents and US\$ 2,875 plus post adjustment of US\$ 7,000 for a staff member with dependents. Salaries are net of tax.

Those interested should send their CV to: Personnel Office, IARC, 150, Cours Albert Thomas, 69622 Villeurbanne Cedex, France. The Agency will only contact candidates considered suitable for the post.

### UNIVERSITY OF LONDON LILLIAN PENSON HALL

Resident required for hall for 500 post graduate students men, women, and married couples. Main duties are to assist with the domestic and financial administration and maintenance of the hall. Candidates should have had similar experience and knowledge of accounting. Studio flat valued at £1422 for superannuation purposes. Salary £6647 to £8060 plus London allowance £1297.

Applications and further particulars:  
Bursar  
Lillian Penson Hall  
Talbot Sq  
London W1T 1TT  
01-262 2081

### QUANTITY SURVEYORS CENTRAL AND GREATER LONDON

Rising from further expansion in our contracting activities D.J. Higgins and Sons Limited wish to appoint additional quantity surveyors for a variety of building contracts up to £5 million in value.

Suitably qualified applicants must be over 25 years of age, self-motivated and must be experienced in all aspects of the valuation of main and subcontract works. The ability to work successfully with the minimum of supervision is essential.

The positions offer an excellent salary, together with company car/car allowance and generous benefits.

Please write to or telephone Miss S. Daniels for an application form:

D.J. Higgins & Sons Ltd,  
173 Horn Lane,  
Woodford Green,  
Essex. IG8 9AG  
01-505 2814

### The Royal Marsden Hospital Special Health Authority Senior Research Psychologist (LECTURER)

Salary scale £13,801-£18,557 inclusive. To join our new CANCER PSYCHIATRY RESEARCH UNIT which is currently being established. The Psychologist will co-ordinate and organise the evaluation of the new psychiatric service to be provided to both the Surrey and London branches of the hospital. Your base will be the Surrey branch in Sutton.

You should be able to develop assessment procedures and have a sound knowledge of multivariate statistics. You must have a PhD as well as experience or working with cancer patients.

Further details can be obtained from Dr. Steven Blair, Department of Psychological Medicine, Kings College Hospital, London SE5 9RS. Tel: 01-733 0283.

Application form available from the Personnel Department, The Royal Marsden Hospital, Fulham Road, London SW3 6JJ. Tel: 01-362 8171 Ext. 447. Closing date: 5th June 1986.

### Residential Sales/Lettings NEGOTIATOR

Required for West End chartered surveyors and estate agents. Central London experience is essential as are initiative, ability to organise own work and take responsibility.

Please telephone Ronald George on 01-631 5313.

### DREDGER OPERATOR

Experienced Dredger Master required for small Italian shallow water cutter suction dredger equipped with 12 cylinder turbo charged VN engine.

This position, based in Bahrain, will initially be on bachelor status for one year. Salary negotiable. Immediate start.

Please send detailed CV to:  
Mr C Kennett; Kennett Turner & Co Ltd,  
59 Cadogan Street, London SW3 2QJ

We are a medium sized manufacturing company located in Ontario, Canada. We specialize in Precision machining for the Tooling Industry in a modern plant, which is CAD/CAM driven.

Due to new product introduction and expansion we offer the following opportunities:

### PRODUCTION MANAGER MANUFACTURING ENGINEER

Both opportunities require an aggressive, goal oriented individual, who has a proven track record in precision machining of metals and has extensive experience in tooling and fixturing.

### QUALITY ASSURANCE ENGINEER

This exciting opportunity exists for a Quality Assurance Engineer, who has at least 5 years relevant experience and has been involved in setting up a plant wide Quality Assurance Programme.

We manufacture 100 plus different components, with batch sizes ranging from 200 to 2000. These positions are in Southern Ontario and applicants should submit resumes to the following Box No.:

Box No. H23  
c/o The Times  
P.O. Box 484  
Virginia Street, London E1

### CHARITY ADMINISTRATOR

THE ROYAL LITERARY FUND, a charity founded in 1788 to relieve authors in distress, requires a part-time administrator.

Candidates should have a knowledgeable interest in books and authors, experience in running a small office, the ability to deal with financial matters, a familiarity with DSSS regulations and the patience to deal with people in distress.

The appointment will be made by the end of July to be taken up in November 1986. Salary by arrangement in the region of £7,000 p.a.

Application forms from the Secretary, The Royal Literary Fund, 144 Temple Chambers, Temple Avenue, London EC4Y 0DT.

Applications must be received by 27th June 1986.

### TWO GRADUATES EARLY TO LATE 20's £8000 - £12000 a.a.e.

To assist Production Manager of American owned Company in Chessington, Surrey, Marketing Training will be given. Work will include chasing production, supplies etc. and providing ideas for new lines in crystal & porcelain. Free health insurance, 20 days holiday.

Writes enclosing C.V.  
PAM HAYBITTLE  
PERSONNEL  
12-14 HIGH STREET,  
WITCHHAM, KEPT.  
TEL: 01-776 0481

### Profile

Account Executive required with consultancy experience for corporate affairs department to work on a wide range of accounts. Salary according to age and experience.

Reply in writing with CV to:  
Liz Frewson  
Profile Public Relations Ltd,  
Fulham House,  
18-20 Brompton Rd,  
London SW4 6EG.

### Manager - Retail Petroleum

An expanding independent petroleum company requires an experienced Retail Manager to take control of the day to day running and sustained growth of the Company's service stations.

The successful candidate would be self motivated and possess strong leadership qualities. Salary negotiable. Company car and considerable fringe benefits are appropriate to the importance of the position.

Please reply to Box H15.

### SALES DIRECTOR/PROMOTER

Music publisher, guitar oriented and primarily based on the work of his composer/founder, seeks a person for the above position.

where as this is a new company, it is envisaged that the successful applicant will have a least 10 years in music with an understanding of the music industry requirements of the Associated Board. He or she would be able to travel and retain a flexible working pattern and hours. A working knowledge of at least one other language would be an advantage.

Apply in writing with CV to:  
Celia Ballinger, (Personnel) Ltd,  
Pis Cottage, Harefield, Bucks, Bucks HP8 4JZ.

## Assistant Secretary

A Professional Benevolent Association  
City to £25,000

The Association is a registered charity set up 100 years ago to help, in a variety of ways, members of the Institute and their families and dependants who are in need. Currently about 500 people are receiving assistance. Following the retirement of the previous incumbent, the association wishes to recruit a Chartered Accountant as Assistant Secretary. The main tasks are helping the Secretary with the regular review of cases, assessing new ones and implementing the committee's decisions. Additionally the Assistant Secretary supervises the book-keeping and collection of subscriptions, prepares management and statutory accounts, controls cash flow and safeguards the association's assets.

which include a number of properties. Candidates, FCA's, preferably aged 45 to 55, must be able to control the finances of the Association but, more importantly, should be sympathetic, imaginative and devoted to the needs of fellow members seeking help. The right person will succeed the present Secretary in due course.

Please write in confidence, with full career details, quoting reference 6173/T to John W. Hills, Executive Selection Division, Peat, Marwick, Mitchell & Co., 165 Queen Victoria Street, Blackfriars, London EC4V 3PD.



## City Researcher Headhunting

London W1 to £10,000

Due to our expanding operations, Lloyd Chapman Associates, a leading International Search and Selection company, have an immediate opening for a Researcher with knowledge of the City and its institutions.

We need a person capable of identifying and locating relevant target candidates, ensuring the successful completion of specific assignments, and developing our expanding data base.

The successful candidate will have a minimum of one year's relevant research experience and ideally will be working in a similar environment at present. If you are bright, dynamic and capable of working to tight deadlines as part of a professional team in a progressive company, then please send your c.v. to Leslie Bensley.

Lloyd Chapman Associates  
International Search and Selection  
160 New Bond Street, London W1Y 0NR  
Telephone: 01-408 1670

### INTERNATIONAL TRUST GROUP

A rapidly developing international Group, whose shareholders include U.S., German and Swiss institutions, is seeking an energetic, innovative lawyer or accountant to deal with business development, planning, administrative and accounting matters in its West-End London office. The Group's activities include international financial planning advice and administration, offshore corporate administration, and services to offshore mutual funds from several countries.

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Applications and further particulars:  
Bursar  
Lillian Penson Hall  
Talbot Sq  
London W1T 1TT  
01-262 2081

### The National Trust for Places of Historic Interest or Natural Beauty

### Regional Trading Manager

The National Trust is seeking a Regional Trading Manager for the Kent and East Sussex Region based at Scotney Castle, Tunbridge Wells in Kent. Responsible for the operation of 10 shops and 4 catering outlets as well as 3 holiday cottages. The Regional Trading Manager works as part of the Regional Management Team. Retail and catering experience is required.

Salary £10,460-£12,140 p.a. (according to age and experience). Trust car and good conditions of employment are offered.

Write for application form and job description to:

Director of National Trust Enterprises  
Hewwood House  
Wiltshire, BA13 4NA

Closing Date: 5 June 1986.

### amicon a GRACE company

### CHROMATOGRAPHY ULTRAFILTRATION

Amicon, a Division of Grace, is a world leader in molecular separation technologies used in the life sciences and fine chemicals markets.

Due to continuing success and sales growth, we are now seeking to fill two professional positions in our European technical group based in Gloucestershire.

Selected candidates will join a small dynamic team reporting to the European Technical Manager. Both positions are expected to play major roles in providing Amicon subsidiaries in Europe with the technical expertise essential for the high technology market to which we operate.

**Process Systems Engineer**  
In this position you will provide mechanical/chemical engineering expertise for high value process ultrafiltration and chromatography systems sold in Europe.

Specific responsibilities will include provision of engineering support in customer enquiries, design specifications for customised process systems, follow up of product development, testing and other sales services. This will involve extensive travel within Europe.

Requirements include a degree, HNC or equivalent, with 2 to 3 years professional experience in mechanical and electrical engineering. Knowledge of separation techniques used in the chemical and pharmaceutical industries would be an asset but not essential. Specific training in ultrafiltration and chromatography will be provided.

**Applications Chromatographer**  
In this position, you will be responsible for developing scale up methods to optimize customer processes. This will involve the use of both analytical and process scale equipment.

Specific responsibilities will include: testing and evaluation of new products; the generation of applications data on support of the sales force and the provision of scientific studies for European customers wishing to expand process capacity.

Requirements include a degree in either chemistry or biochemistry and a wide knowledge and experience of high performance liquid chromatography.

Both positions will only suit highly motivated young professionals capable of working in a high pressure international environment. Candidates must be capable of working under their own initiative and be highly successful in finding solutions to problems.

In return we can offer a challenging position with excellent career opportunities. Remuneration is commensurate with the positions offered and benefits will be those offered by other major companies in the industry.

Please write in the first instance, enclosing your c.v. to:  
Mr D. McKenna, Personnel Manager,  
Amicon Ltd, Upper Mill,  
Stanhurst, Glos, GL10 2BJ

### SOLICITORS PARTNERSHIP-SECRETARY

Rapidly expanding firm of solicitors of high reputation in Central West London require someone to consolidate the support activities of the practice, under the general direction of the partnership.

In depth experience of both legal accounts and the requirements of SAR together with practical involvement in office administration at senior level with a law firm are essential.

Please reply, with full career history to:  
Law Placements (Ref DJW),  
Ludgate House, 107, 111 Fleet Street, London EC4A 2AB  
01-353 5498 (24hrs)

### DIRECTOR (DESIGNATE) RETAIL HEAVYWEIGHT to £50,000

A retail group with turnover of £27 million for 18 prime West End locations seeks a "hands on" top level individual who can lead and motivate the staff and expand the already successful enterprise. This is a unique opportunity for the successful candidate to take charge of and shape a very exciting business with enormous scope. The Holding Company which owns the business will provide every support to assist in achieving this aim. A package will be tailored for the successful candidate which will ensure that competitors for the very best will be attracted to the role.

Tel: 01-409 0868 WHCB

### MANAGEMENT OPPORTUNITY

An exciting career is open to individuals (22+) who are single-minded and interested in their own future. This is an opportunity to earn over £20,000 p.a. and earn shares in a nationwide group.

Please call Mr Pickersgill 01-499 9471

### A CHANGE OF COVER

A firm commitment to develop your career. That's what Allied Dunbar is currently offering to men and women who are already committed to success.

Last year alone we spent over £5 million on training programmes. For our staff we offer a salary of £20,000 p.a. and a wide range of other benefits.

For an interview or further details call Peter Richards on 01-597 7008, London and Home Counties.

# GENERAL APPOINTMENTS

### Sales Director

## The Quest For Quality

Rank Taylor Hobson are internationally recognised as market leaders in metrology instrumentation. Our products are used by major industries in over 100 countries.

Vital to the ongoing success and expansion of the Company is the appointment of a Sales Director of the highest calibre who will manage, lead and develop all sales activities, both directly and through agents and distributors, on a global basis. Additionally the role requires the ability to analyse both the present and future requirements of the market place and initiate plans which will enable still further penetration into existing and potential markets worldwide.

Probably in your early 40's and a degree-level Engineer or Physicist, you must have a proven success record in profitable capital equipment sales at senior executive level, preferably involving instrumentation with a significant software content; certainly you have sufficient technical

expertise to liaise effectively with engineering management both of customers and within the Company. Substantial experience of the North American market would be an advantage. Equally, we are looking for someone with the commercial acumen needed to play a leading role in the broader management of the Company.

The post (which has arisen from internal management moves) is based in Leicester. The remuneration and benefits are substantial, and negotiable. In addition there is an annual performance award based on the Company's success, together with an executive car, private health insurance and the usual benefits one expects from a major company. The Company employs around 1,000 people worldwide and is growing strongly.

Please contact the Company's adviser, Peter S Findlay, of Cripps, Sears & Associates Ltd., Personnel Management Consultants, 86-88 High Holborn, London WC1V 6JH. Tel: 01-404 5701.

**Rank Taylor Hobson**  
**Cripps, Sears**

### PROFESSIONAL SALES REPRESENTATIVE

Territories throughout the U.K. Excellent salary package + car

A number of exceptional opportunities to join the clear market leader, have been created in London and throughout the country for SALES PROFESSIONALS who can offer us a positive flexible attitude and the potential to develop within a dynamic expanding company.



Throughout the world FORMICA is synonymous with the high quality decorative laminate surfaces used in all aspects of daily life including the home, office and industrial site.

To ensure our present envied, rate of development is maintained we are strengthening our very successful sales team with experienced sales people able to identify and secure new business as well as developing sales to existing accounts.

To succeed candidates will have a sound sales background gained within a disciplined professional sales orientated company, a positive determined approach to selling and the ability to manage their very demanding sales activities. An understanding of design and colour co-ordination and the ability to specify and negotiate with architects, contractors and surveyors would be advantageous. Sales ability and a successful career record is more important, however.

As a major international company FORMICA offer an excellent range of benefits in addition to exciting career prospects and a competitive range of salaries, based upon experience, plus a commission incentive scheme. The benefits package includes free BUPA, a pension scheme, lunch and business allowances and of course a range of company cars to choose from.

If you are looking for a genuine career opportunity with a very successful company and you have the ability and potential to perform successfully within an enthusiastic team committed to success contact our consultants for an application form or send them a comprehensive CV.

QUEST RECRUITMENT CONSULTANCY  
Wentric House, 4 Meadow Court, Witney, Oxford, OX8 6LP.  
Telephone 0993 76691 (24 hour answering service.)

## Recent or imminent GRADUATES

Embark on your professional sales career with a blue-chip company.

London, Cardiff, Aberdeen, Birmingham, Tyne-Tees, Devon & other UK locations

NCR is, quite simply, one of the largest and most successful computer companies in the world.

Systemedia, which manufactures and markets computer consumables and business forms, is a vital part of our commitment to providing the total solution for today's business needs.

And a profitable one too. With its continued growth, NCR Systemedia is the name in an enormous market which is expanding all the time.

Building for the future is a key priority - which is why we're now offering a future to ambitious graduates who have the potential and the determination to launch a successful sales career.

Whether you've already gained some commercial experience or are just approaching your finals (your degree subject should be business related or numerical), we'd like you to consider the NCR promise.

**First-class training**  
For product training and skill development, the quality of NCR's training is recognised throughout the computer industry as second to none. However don't expect to learn

any 'foot-in-the-door' techniques - with Systemedia you'll be selling a complete supplies management service where client relationships and your understanding of a company's business needs are all-important.

**Structured career development**  
Those with talent and the ability to produce results make rapid strides at NCR, and you could be into sales management inside four years, perhaps even less.

**Stability**  
NCR and Systemedia have unrivalled experience in the business systems market with products to match. We continue to go from strength to strength.

**Excellent rewards**  
In return for committed effort, we offer a high basic plus realistic targets which should earn you £11,250 in your first year and considerably more thereafter. We also provide a company car and generous benefits. A clean driving licence is essential.

Over to you. If you'd like to make a name in the very best company telephone Martin Burgess, Senior Personnel Officer, for an application form on 01-725 8598.



### PERA DESIGN ENGINEER Special Purpose Machines and Equipment

Our Design Group, which offers services to client companies in the United Kingdom and Europe, is looking for a qualified and experienced Design Engineer to enhance its consultancy team.

This position provides an interesting and varied workload, across a wide range of industries, and offers the opportunity to travel extensively.

We are looking for engineers who have experience of special purpose machine, process plant and special purpose equipment design.

Applicants should hold a degree or be Chartered Engineers, preferably aged 25-45.

A good salary and benefits package will be offered to the right person, including relocation to this attractive part of Leicestershire.

Engineers who are seeking wider experience and scope for career development should send details of qualifications, experience and present salary to: Liz Anderson, Personnel Assistant, PERA, Melton Mowbray, Leics LE13 0PB  
TEL: 0664-501532

### PHOTOGRAPHIC CONSULTANT

For busy West End Recruitment Agency, responsible, attractive, motivated person who has worked with photographers and would like regular hours in a friendly, expanding office. Good career prospects. Contact Julianne 01-439 1821.

### COMPETENT ASSISTANT

Required for busy Medical Agency based in Fulham. Good Telephone manner & previous office experience essential plus some typing. Four weeks holiday pa, salary c£6,000.  
TEL 01-736 9203

### JOB SEARCH?

Well over 90% of our clients in Senior and Middle Management achieve job search success through the unadvertised job market. To find out how our career development and C.V. Services can maximise your career progression, contact us now for an exploratory meeting - at no cost or obligation - or send us your C.V. Your future could depend on it.  
Career Advisory Services Ltd  
6 Queen Street Mayfair  
London W1X 7PH  
Tel: 01-493 2648

### NOVICE REQUIRED

FOR INITIATION INTO FOREMOST U.K. BROKERAGE TRAINING TO NATIONAL STANDARDS SUIT INDIVIDUALS WITH YET PLEASANT DISPOSITION AGED 23-30  
CALL ANDREW MOON  
01-629 9340

### ARE YOU LIVELY?

Three trainees needed to help successful marketing company promoting unique new service for women. Full training and high pay given. Ring Anna on 01-790 2424 ext 411 until filled.

### THE SOCIETY for the protection of animals in north AFRICA is looking for a Chief Executive to manage its London headquarters and 14 centres of work in Algeria, Morocco and Tunisia.

Applicants should have a degree in French, sound health and be prepared to travel to Africa for 6-8 months each year. Salary on-leave payments are £2,500 per month on pro-rata basis. For details write to: SPANA, 1 Brompton Road, London SW1E 6BT.

### ART SALES Expanding Art Consultancy

requires an enthusiastic & creative person to sell art & contemporary art to clients. Art & contemporary art to clients. Art & contemporary art to clients. Tel: 01-552 8006 or 01-552 8005.

### SUMMER SEASON in Scotland?

Summer Hotel at the heart of Scotland's scenic scene. 2000 guests. Two experienced receptionists immediately available. Tel: 01-625 653 230.

### RESIDENTIAL NEGOTIATOR

Mayfair Young attractive person required for the Metropolitan department. Experience helpful. Bedford & Co 01-475 7873

### CO-ORDINATOR

and looking for a young energetic person from June to October to co-ordinate fund raising in north west. Tel: 01-552 8006 or 01-552 8005.

### DEAR UNDER GRADUATES

If you are an articulate, energetic, motivated, with your own initiative and with Summer employment offers. Tel: 01-552 8006 or 01-552 8005.

### URGENT

URGENT URGENT URGENT required as Receptionist & Typist for busy busy. Tel: 01-552 8006 or 01-552 8005.

### MEMBERSHIP COMMITTEE

for the Overseas Students needs. Voluntary Director. Tel: 01-552 8006 or 01-552 8005.

## Outstanding Managing Director Earn More Than £70,000 pa in Salary and Bonus

This well established British Engineering Group is determined to attract the very best person to run a major European division by offering this challenging career opportunity and exceptionally high incentive.

**Your challenge?**  
The division is currently breaking even on sales of £10-15M and your task is to build pre-tax profit to £700K in three years.

**Sounds like a big job?**  
Yes, but it is no more than has already been achieved elsewhere in the Group in the same timescale.

**In your favour?**  
Recognised product in an international business, identifiable competitors, well designed equipment and resources for modernisation.

**Against you?**  
Poor materials control, variable quality, long lead times and production inefficiencies.

**The Environment?**  
One site operation, 15,000 sqft factory, 200 staff. Light/medium engineering, capital equipment, mainly standard units, batch production incorporating fabrication and assembly.

**Do You Match?**  
Organised, professional manager, ideally graduate engineer, 40-50, good mechanical production engineering background with MRP experience. Successful profit centre manager, with well rounded business experience to complement 'hands-on' production ability.

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Base salary neg. to £35,000, plus benefits and car appropriate to the position. Bonus designed to double base salary if you meet the challenge.

**Sounds interesting?**  
For further information on location, prospects and an application form contact Patrick Hill, Senior Consultant, Cripps, Sears & Associates Limited, Personnel Management Consultants, Westminster House, 2 Minster Street, Reading RG1 2JA. Tel: (0734) 502661.

**Cripps, Sears**

## Computer Sales Consultants London c£35k Package + Car + Stock Options

Our client is a public company and the leading supplier of computer systems to the accountancy profession with over 1400 multi-user installations and a rapidly growing client base in the financial sector. Many of their clients are currently upgrading to the company's new generation of Unix based systems.

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You will have the confidence and personal credibility to work at senior level, and will be looking for a professional environment in which your career and talents can flourish.

To apply, please telephone or write to Brian Burgess quoting Ref: CM 039.



International Search and Selection  
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Telephone: 01-408 1670.

## TRANSLATOR English/German

Frankfurt DM Neg.

Our Client, a leading German bank, requires a translator to be based in their head office in Frankfurt. As part of a team of translators, the candidate would be required to translate documents of a banking, economic or EDP nature between English and German.

Educated to degree level in either German or Economics, the ideal candidate should have English mother tongue with a perfect knowledge of German and possess relevant experience gained either as a translator or within a banking environment. Please send a detailed Curriculum Vitae, stating salary expectations, to Alison McGowan, Jonathan Wren International Ltd, 170 Bishopsgate, London EC2M 4LX. Tel: (01) 623 1266.



## NATIONAL COUNCIL FOR VOLUNTARY ORGANISATIONS HEAD OF FUNDRAISING

The voluntary sector's leading advisory, representative and development agency is seeking a new HEAD OF FUNDRAISING to manage and co-ordinate its fundraising activities.

This exciting post will provide a challenge to somebody with fundraising and marketing skills and who will have experience or working with commerce/industry. First-class personal skills, ability to imaginatively package NCVO activities in order to attract funders and to take an entrepreneurial approach are essential requirements of this important post. Membership of The Institute of Charity Fundraising Managers would be useful.

Salary scale: £14,183 - £19,281 + £1,365 London weighting pa (under review). Write to the Personnel Officer, NCVO, 26 Bedford Squares, London WC1B 3HU for further details. Closing date for completed applications: 6 June 1986.

NCVO is an equal opportunities employer.

# GENERAL APPOINTMENTS

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Your current expertise could fall either within the private or the public sector and you should have the commitment to be able to apply this expertise to complex and sensitive situations. If you have these qualities, you're well on your way to a salary of up to £30,000 per annum, and a career with one of the leading names in this highly demanding area. It could be a significant step forward in managing your career. So, if all this sounds interesting, send your curriculum vitae in confidence, quoting reference MCS/8058 to Peter Humphrey, Price Waterhouse, Management Consultants Southwark Towers, 32 London Bridge Street London SE1 9SY

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Please write enclosing a C.V. to Keith Robinson, Merrill Lynch Europe Ltd, 27 Finsbury Square, London EC2A 1AQ.



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As a result of our continued growth we require several MANAGEMENT CONSULTANTS to maintain our development.

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## BANKING & ACCOUNTANCY

### 'GREAT SUCCESS STORY' (FT AUGUST, 1984)

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We are a Gloucestershire based company working throughout the U.K. with a current turnover of around £2m and expanding fast. We require a first class engineer to work directly under the Board of Directors and anticipate that the right person would be appointed Director in the foreseeable future. We offer a Company Car and a good salary by negotiation. If you are self motivated and ambitious, please write with full C.V. to:  
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In return we offer a high starting salary, a profit sharing scheme, and, after a qualifying period, a company car, medical insurance, pension and employee share scheme. Please write in the first instance to Richard Robinson ACMA, Managing Director, Michael Page Partnership, 39-41 Parker Street, London WC2B 5LH. (Tel: 01-831 2000).



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Full training will be provided. Remuneration expected to be in excess of £15,000, and lead to management in the first year. This is a superb opportunity to develop your own business and career path in a growing company and in an exciting industry.

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# BANKING & ACCOUNTANCY APPOINTMENTS



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To provide technical support in a multi-supplier machine environment to development staff and management. Relevant experience will include programming, data communications, database knowledge, software development and hardware evaluation.

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To provide a professional service in all aspects of back office operations including computer centre. Previous computer operations management experience is essential and a development background is preferred. Candidates will need strong inter-personal skills to succeed in this role. The Company is a subsidiary of a U.K. PLC, with offices in all international financial centres. The working environment is demanding, and exacting. Potential candidates should therefore be resilient, dedicated and be prepared to demonstrate exceptional leadership qualities.

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Please reply in writing with current C.V. to:  
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Market leader in credit analysis requires graduates for their expanding London office. Salary negotiable.

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Seeks Financial Accountant part-qualified level 1 ACA/ACMA, age 23 - 26, with at least two years in financial accounting. Ideal candidate will be ambitious with an outgoing personality and be able to communicate at Director level. Excellent prospects.

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You will be based in modern offices in the City and will command a competitive salary and comprehensive benefits. More importantly, you will enjoy rapid personal development and a particularly rewarding career.

Please telephone for an Application Form or write with cv to Sue Jagger of Cripps, Sears & Associates Limited, Personnel Management Consultants, 88-89 High Holborn, London WC1V 6LH. Tel: 01-404 5701.

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Circa: £21,000

Central Division is the largest operating division of Thames Water with an annual budget of some £148m and over 3,500 employees.

You will be responsible to the Division's Finance Services Manager for the management accounting function which comprises a group of 14 professional staff.

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For further information and an informal discussion, please contact Peter Jacques, Finance Services Manager on 01-533 5325 or please write with your c.v. to Personnel Section, Room 459, New River Head, Rosebery Avenue, London, EC1R 4PT.

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# BANKING & ACCOUNTANCY APPOINTMENTS

## - BRITAIN'S - MOST EXCITING PROFESSIONAL - CONCEPT -

The CharterGroup Partnership has been launched as a Public Company to provide 120 medium-sized firms of chartered accountants with a central resource which will enable them to compete on equal terms and in all professional respects with the major national and international practices.

The CharterGroup Partnership will pay particular attention to the training standards and marketing of member firms thereby improving the range and style of services offered by them to their clients.

To ensure the success of The CharterGroup Partnership we wish to recruit well experienced staff of the highest calibre.

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This is a Board level appointment for a Chartered Accountant with good commercial flair who can establish The CharterGroup Partnership in the market as a leading name in the accountancy profession.

Liaising closely with the Board on the selection of member firms, with the training directorate and the technical review staff, the Chief Executive will need to be technically strong, commercially astute and fully able to appreciate the needs of member firms.

An excellent administrator who can establish good press and public relations with the assistance of the Company's advertising and

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At the same time as providing full liaison and support for member firms, the Chief Executive must take responsibility for the budgets, financial disciplines and reporting systems of the Company, thereby ensuring a sound commercial basis for optimum profitability.

This is a demanding role calling for exceptional communication skills and the ability to advise and assist member firms whilst managing a unique public company.

### TRAINING DIRECTOR £30,000-£40,000

Playing a key role in the development of The CharterGroup the Training Director is most likely to be a Chartered Accountant with sound training experience gained either in the professional or a professional environment.

Establishing and running training courses and seminars for member firms, organising lecturers of the highest standard for student and CPE courses and seminars, and developing training material for member firms is an important part of this position. Keeping member firms fully conversant with courses and seminars and monitoring student progress is another area of responsibility.

The establishment of regional training centres for student and CPE courses and seminars will be vital, as will the development of new training material and assistance to the Chief Executive in the development of client brochures and technical releases and technical and procedural manuals for sale to member firms.

There is also a need for attendance at University "milk rounds" and assisting member firms in student recruitment programmes and in the development of member firms' staff recruitment brochures.

This Board appointment calls for strong administrative and organisational abilities combined with a positive attitude to successful training to the highest standards.

Based in London's New Docklands, the successful applicants will be mobile as nationwide travel to member firms will be an integral part of the job.

Send full curriculum vitae, in the strictest confidence, to Martin Pollins, Chairman, Cornelius House, 178/180 Church Road, Hove, East Sussex BN3 2DJ.

### TECHNICAL REVIEW STAFF £20,000-£30,000

Having established the format of a peer review checklist, the appointees will be travelling throughout the country visiting member firms' offices to carry out reviews on audit procedures, audit programmes and quality control disciplines.

Chartered Accountants probably aged 27 to 34 with technical review experience gained in a large firm will find this an interesting and rewarding opportunity and will report on the results of reviews to the Chief Executive and Board.

High technical standards, good communication skills and the personal discipline to keep up to date on all aspects of audit work and work procedures are essential attributes.



The CharterGroup Partnership

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## Part-Qualified Accountants

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## OFFICE SYSTEMS ANALYST

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£12-15,000 + Car Herts

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Our current requirement is for a Senior Office Systems Analyst to administer and take over end-user control of our micro-mainframe link. The emphasis is very much on financial systems, working on special projects and providing a user support and training facility.

Ideally you'll have wide ranging experience of PC's mainframe communication systems and other office information systems but equally important will be your "business" appreciation - possibly linked with an accounting/financial background. Either way you must communicate well with all levels and have the ability to express technical complexities in simple user language.

Part of a small, highly professional team you'll be based at our Headquarters in Waltham Cross but travel extensively to our retail outlets and offices throughout the U.K.

If you're educated to at least 'A' level standard in a relevant numerate subject, enjoy working with people and wish the prospect of working on a variety of software programmes and their commercial applications this is a superb opportunity.

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RUMBELOWS

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Control and manage c.£14,000

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**HORIZONS**

A guide to career development

# The new old girls' network

"I always thought that somewhere there must be a group of women who got together regularly to talk about issues at work and who gave each other moral support", says Jackie Moulton, one of three Detective Inspectors in the Metropolitan Police Force.

As a manager at a senior level in an essentially male environment, she expresses the view of many women climbing the career ladder. Women like Jackie Moulton are frequently highly visible and can feel very isolated. Although there may be other women in their organizations, there are likely to be few at the same level with whom they can relax and discuss problems.

The solution came last year when she got in touch with Network. Started five years ago by Irene Harris, Network provides an inter-disciplinary forum for women at a senior level to share mutual interests and problems. It is one of a growing number of network groups that have sprung up round the country to answer the needs of women at work.

Men, of course, have long known about the value of belonging to a group where problems can be discussed, ideas exchanged and contacts made. Women on the way up have had no automatic entrée into these informal clubs. The key to the executive washroom has not unlocked the door to the power, decision making and contact swapping that goes on in the "locker or the smoke-filled backroom".

There are three main kinds of Network, although in practice they share many of the same aims and results. Firstly those like Network which admit high achievers from any discipline. Secondly, networks which cater to the needs of women at whatever level, in an industry or profession, like Women in Banking and thirdly, company specific groups like Women in BP, which seek to promote the development of women in a particular company.

**Women at a senior level can now share their problems**

"Many Network members", says Judith Thompson, responsible for competitive business development worldwide for ICL, "operate like me in an essentially all male environment. It is easy to become very isolated and to begin to feel that you need to be a better version of one of the boys. It is easy to become unfemale."

Women managers frequently begin to question their own management style and to assume that to succeed they have to become more masculine. Caroline Riley of Women in Banking, experienced this in her previous job as an assistant manager at the Bank of America. "My style was not the same as my male colleagues, I was able to talk this through with Beryl Bakewell, another member of Women in Banking and found that our styles are the same. Beryl is an extremely successful marketing manager at Hypo Bank, so I began to understand that I did not need to ape men's management

**Women climbing the corporate ladder can often feel quite isolated.**

**Corinne Julius examines Network, an emerging forum for those on their way to the top**



styles. I could be myself." Jackie Moulton, boss to twenty-six detectives, feels that peer group pressure can make you feel vulnerable. "You begin to question yourself and you can lose confidence in your judgement and actions." Finding that women from other walks of life had similar self-doubts, and learning how they had coped, gave her a tremendous boost and helped her to establish a balance.

Women also experience a pressure to perform. As one networking woman put it, "If you do twenty good things and one bad thing as a woman you are remembered for the failure. Women are just not allowed to have bad days. You can see male colleagues not performing as well, but they can get away with it. It is morale boosting to find that even the most successful women need support. Seeing others overcome their problems helps in solving your own," says Jackie Moulton.

Few women who join networks are natural joiners and most are more than a little intimidated by meeting influential women. To their delight these "important women" are not expensively dressed, aggressive haridans, but a powerful source of support.

Friendship with other women at a similar level or with the same interest is important in overcoming isolation but also in solving professional difficulties. "If I wanted to discuss a work related problem," says Judith Thompson "I simply did not have female friends in the profession, I did not have access to the same relationship that men build up.... The benefits of being a network member have been many, but a major advantage is the possibility of developing a range of

friends and people that you can trust for an honest response... on a personal and business level."

Beryl Bakewell has found being a member of Women in Banking very useful personally and professionally. Initially several of her male colleagues saw Women in Banking "as some kind of bra burning feminist group", but when through this network, Beryl was able to make the "right" contacts in other institutions, they were impressed.

In fact men in the financial world not from the right old boy backgrounds are somewhat envious. Networks for specific professions also give members exposure to senior figures in the industry. Says Beryl Bakewell, "Many people I do not know, know who I am." The importance of raising the profile of women is central to in-company networks. Mary Anderson, an economic analyst and chairman of Women in BP, says, "As a group we have attracted senior management to our meetings and in our experience the simple fact of the existence of Women in BP serves to increase awareness of women's career issues to both men and women in the company."

Women in BP was set up with company backing. Using a mixture of formal and informal contacts it has developed a voice that is listened to. Like most networks, Women in BP has a programme combining speaker's meetings and informal get togethers.

Most networks organise training for their members covering specific topics of professional interest, the improvement of management techniques as well as women's development programmes, like assertiveness training.

They also offer the more obvious side of networking - contacts who can be used for business. Says Mary Anderson: "Networking helps women find out what jobs are likely to be coming up elsewhere in the company. You can contact a

**It is no longer necessary to ape men's management style**

woman in that department and ask what it is like and what is happening."

"You have a directory of members whose activities cover a wide spectrum, if you need advice on financial planning or on a medical matter you know that you can consult a member. If they cannot help, they will put you in touch with someone who can", says Irene Harris - a facility that men's networks have traditionally provided. Many networks are just beginning, but those which have been around for a while are, as Irene Harris puts it, "Coming out of their infancy and as they grow up need to become involved publicly in issues that affect women."

■ If you would like more information on how to start a network, or how to contact existing groups send a self-sealing SAE (A4 size) to The Times, Special Reports (Networks), 1 Pennington Street, London E1 9BD.

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RENTALS

Maradona is confident that Argentina will fare better this time

Brazilians are not favourites with fans



Maradona: given freedom on the pitch

Mexico City (Reuters) - Diego Maradona is confident that Argentina can produce a better performance in the forthcoming World Cup than in the 1982 finals in Spain.

Brazilian supporters feel that by picking their team as favourites to win next month's World Cup finals, London bookmakers have put far too much faith in them.

Recalling he was sent off in his last match in the 1982 finals, a defeat by Brazil, midfielder Maradona said: "I'm more mature now, but I haven't changed as a player or a person."

"With the government's economic package, which raises prices but gives people more purchasing power, we hoped an estimated 30,000 Brazilians would go to Mexico.

Argentina's tall and powerful forward Jorge Valdano, who plays for UEFA Cup holders Real Madrid, said he believed the World Cup would not produce any new stars.

Brazil's current head coach Telê Santana's assistant, including 1982 veterans and off-the-field administrative errors by officials.

"The same top players as in the last World Cup are in the running for the mantle of the world's best," he said.

According to some critics, the only thing which favours Brazil is a superstition that in the three times the squad left without the blessing of their fans, they came back as champions - in 1958, 1962 and 1970.

Unlike the Jules Rimet Trophy, the current award remains in Brazil, the winners receive a replica.

Algeria's (Reuters) - Rachid Harkouk of Notts County, has been named in Algeria's 22-man squad for the World Cup football finals in Mexico.

The minimum wage, which most Mexicans earn, comes at about \$3.15 dollars a day at the current exchange rates of 530 pesos per dollar.

Manfield Town, who won promotion to the third division last season, may have plans to move to a new multi-million pound stadium project.

For Mexicans, a severe economic crisis that began in 1982 has halved purchasing power.

Halifax move into profit Halifax Town, of the fourth division, made a £15,255 profit on the year ended March 31, compared with a loss of £15,000 in the previous 12 months.

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BADMINTON

Tailor out in the cold as England stick to their guns

By Richard Eaton

Dipak Tailor, one of England's top doubles players, has been disciplined by being left out of the team announced yesterday for the Commonwealth Games in Edinburgh...

ATHLETICS



Uncertainty: calf injury could determine plans for Lopes

Lopes announced but not expected

By Pat Butcher, Athletics Correspondent

The organizers of the Great North Run, which incorporates the AAA half marathon championship, in Gateshead on June 8, yesterday announced the participation of Carlos Lopes...

TENNIS

A top seed struggling to blossom

By a Correspondent

Sumit Banerjee, despite his 6-2, 1-6, 6-3 rain interrupted second round victory over Paul Slane, suffered a severe blow to his chances of winning the Prudential international tournament at Paddington yesterday...

CRICKET

Indians under the weather as rain washes out play

By Ivo Tennant

Only 80 minutes play were possible yesterday, the rain starting at midday and continuing unremittingly all afternoon. The Indians have now lost almost 22 hours of cricket in their three-day matches on this tour...

EQUESTRIANISM

Blue Max is going for a third win running

By Jenny MacArthur

Fenella Fawcus and Blue Max II make a bid for their third successive win at the TI Group Windsor horse trials which start on Friday in Windsor Great Park...

Todd leads the big challenge

Gawler (Reuter) - Mark Todd, of New Zealand, the Olympic champion, heads the challenge for honours by some of the world's top riders in Australia's first international equestrian event starting today...

Fowler back in favour

By John Woodcock, Cricket Correspondent

Another change in the England party for the Test match against India in the fourth Test at Delhi in January 1986, he has lost his jersey that by August he had been replaced by England batsman Ian Botham...

Home draw for surprise packets Derbyshire

By John Woodcock

As winners of their respective zonal groups in the Benson and Hedges Cup, Derbyshire, Essex, Middlesex and Worcestershire have the benefit of home ties in the quarter-finals...

GOLF

Panton out of luck

Cathy Panton, who scored a record twelfth tour victory in Portugal on Sunday, had to withdraw from the £20,000 British Olivetti tournament which began yesterday in wet and windy conditions at Moor Hall, near Sutton Coldfield...

RUGBY UNION

Cavaliers on form

The New Zealand Cavaliers outlasted South Africa Barbarians XV 42-13 on Tuesday. The Cavaliers led 18-7 at half-time and added a further 24 points in a one-sided second half...

POLO

Wildenstein secures win

By John Watson

The two most formidable teams seen on British grounds this season met each other at Smith's Lawn, Windsor, yesterday, to compete for the six-chukka Abela Cup. These were Guy Wildenstein's Diablos Blues, aggregating the top high-goal team handicaps of 22, and the American, Mark Corp, who also withdrew recently from an IAC race, ostensibly through fear of terrorism in Europe...

CYCLING

Bontempi shows good timing to break clear

Guido Bontempi, of Italy, won the final stage of the Giro d'Italia race yesterday when he produced a perfectly timed sprint to clear of the leading pack 250m from the finish...

William Stephens talks to a woman who has smashed a sporting myth

Complexities hold a real fascination

By William Stephens

The myth that a long apprenticeship is required to learn to play real tennis was dispelled last weekend when Sally Jones, who took up the game seven months ago, won the United States women's open singles and doubles championships at Newport, Rhode Island...

William Stephens talks to a woman who has smashed a sporting myth

Complexities hold a real fascination

By William Stephens

Sally Jones: intellectual challenge on tennis and others on West Country legends and folklore. She owed her initiation into real tennis to an interview she conducted for The Daily Express with Ronaldson after she had narrowly failed to win the inaugural women's world championship in Melbourne last year...

SPEEDWAY

Two injured

England's international speedway squad, already two down in the five match series against Denmark, have suffered two injury blows. Keith Mackin (right), Kenny Carter and Alan Grainger are injured and out of the team for the third and fourth internationals at Wolverhampton and Bradford this weekend...

FOR THE RECORD

Table with multiple columns listing sports records for Baseball, Real Tennis, Basketball, Snooker, Football, Ice Hockey, and Cinemas.

Advertisement for Littlewoods Pools Liverpool, featuring 'Ten Top Winners' and 'Super Payout of £557,429'.

Handwritten signature or mark at the bottom of the page.

WALL STREET

New York (Reuter) - Wall Street stocks opened mixed in moderate trading yesterday. Blue-chip shares slightly slower in reaction to Tuesday's sharp rise. Secondary issues continued working higher in early trading.

On-related futures, whose drop on Tuesday bolstered the market, were also mixed. Credit markets kept back-ground support and the continued drop in US consumer prices, down 0.3 per cent in April, also helped.

Table with columns for stock symbols (e.g., AAR, ASA, Allied Signal) and their corresponding prices and changes.

lowest since January 1949. Energy prices dropped 5.8 per cent in April. The Dow Jones industrial average which was down 0.3 point of 10 am soon climbed up 7.07 to 1,910.05, with the midities indicator down 0.36 at 181.72 and the broader 65 stocks average up 1.43 at 694.93.

The New York Stock Exchange composite index gained 0.31 to 136.37, while Standard & Poor's composite index rose 0.62 to 236.73. The American Stock Exchange index was up 0.89 at 274.25.

Table with columns for stock symbols (e.g., Dresser Ind, Duke Power, Eastman A) and their corresponding prices and changes.

FOREIGN EXCHANGES

Table titled 'STERLING SPOT AND FORWARD RATES' showing exchange rates for various currencies like Hong Kong, New York, and London.

Table titled 'EURO MONEY DEPOSITS %' showing interest rates for different currencies and terms.

Markets spent a quiet day yesterday. Most of the important news started lower again in the morning and then made up lost ground. Sterling, however, ended a touch easier at 1.5170 (1.5205).

Table titled 'DOLLAR SPOT RATES' showing exchange rates for various countries like India, Singapore, Malaysia, and Canada.

Table titled 'OTHER STERLING RATES' showing rates for various currencies like Argentine, Australian, and Swiss franc.

COMMODITIES

Table showing prices for various commodities like Sugar, Coffee, Cocoa, and Rubber.

Table showing prices for various commodities like Wheat, Corn, and Soybeans.

MONEY MARKETS AND GOLD

Table showing interest rates for various money market instruments.

Table showing gold prices and related market data.

Table showing Euro money deposit rates for different currencies.

Table showing London financial futures prices.

Table showing London financial futures prices for different contracts.

INVESTMENT TRUSTS

Table listing various investment trusts and their performance metrics.

FINANCIAL TRUSTS

Table listing various financial trusts and their performance metrics.

THE TIMES UNIT TRUST INFORMATION SERVICE

Large table listing various unit trusts and their performance metrics.

Large table listing various unit trusts and their performance metrics.

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Vertical text on the right edge of the page, possibly a page number or reference.

SPORT

Broken hearts to avoid broken limbs

From Stuart Jones, Football Correspondent, Colorado Springs

Bobby Robson, England's manager, unwittingly pulled the carpet from underneath the supporters of artificial turf yesterday...

their minor aches and pains. I don't want the problems to recur."

More football, Page 36

disappointed that only 9,000 turned up to watch the defeat by Wales in the larger arena...

The change of venue represents an estimated loss of up to \$1 million (about £660,000) for the Canadians...

Tony Waiters, the Englishman in charge, admitted: "It is a blow, a very big blow. I can understand Bobby Robson's reasons and so does everybody here but the decision has broken a lot of hearts..."

The consolation is that, unlike the Welsh who were weakened by the absence of Rush and Hughes among others, England are likely to be at their strongest...

The outing would give an opportunity for those left out against Canada to run around for 90 minutes but Bailey is still not yet sure whether he will take an active part in the build-up...

Ferguson's men fit the bill

Alex Ferguson, the Scotland manager, gave his squad a clean bill of health yesterday after their first full week of altitude training at Santa Fe in Mexico...

man squad has adapted to the conditions, especially with the opening match against Denmark drawing closer...

just how good. "These players have a real hunger to do their best for Scotland and that attitude has really impressed me..."

McClelland tips Scots

John McClelland, the sturdy Northern Ireland defender, has predicted a bright future for Scotland in the World Cup's most cutthroat group...

country's Mexican campaign 60-miles from Scotland's training camp in Santa Fe, said: "That group (including West Germany, Denmark and Uruguay) is so tough it should suit Scotland down to the ground..."

Ferguson rewarded his squad with the day off yesterday to help them recover from punishing work to temperatures surpassing 80 degrees...

EQUESTRIANISM

High-speed win for Pyrah

From Jenny MacArthur, Jerez de la Frontera

Malcolm Pyrah, the hero of the winning Nations Cup team, added another jewel to his crown when he and Toverlands Sea Pearl teamed up with Kelly Brown on Springlight to win the Pair Relay Class for the third time in succession yesterday...

lot of planning between the two riders and each one jumped only part of the course. If one makes a mistake the other has to take over. It is judged on time with five seconds being added to the final score if there is a knock-down...

sions that Pyrah had won this class he had partnered Michael Whitaker on Next Courtney but yesterday he teamed up with Miss Brown, who was specially invited to compete in this show...

Advertisement for Hills Samuel Investment Services. Text: "If you've sold your business, why work harder for your money? Whether you've decided to retire or start something new..."



Four: Benson, of Kent, drives the ball while Lamba, of India, looks on at Canterbury yesterday. Rain washed out the British Assurance County Championship programme for the first time this season. Report, page 38 (Photograph: Chris Cole)

BOXING Checks for boxers in title bouts

The British Boxing Board of Control yesterday restated the medical conditions under which professional boxing licences will be issued and announced the start of a scheme they hope will lead to brain scans for all boxers...

GOLF One stroke avoids a gale of wrath

She stood over a two-foot putt on the 18th at Prince's, this young woman from Sussex, with a prayer in her heart. There was no title hanging on this final hole, nothing more indeed than self-esteem and a desire to evade parental wrath...

YACHTING £100,000 record incentive

A £100,000 challenge was announced in Paris yesterday by the French chocolate manufacturers, Poulain, to anyone who can beat the single-handed non-stop sailing circumnavigation record...

At the first annual meeting of the board following the death of the Scottish waterweight Steve Watt, Dr Oswald Ross, the deputy chief medical officer, said: "We shall order brain scans for all boxers taking part in championships down to area championship level..."

The putt went in, and Karen Mitchell sighed with relief, knowing that she could telephone her father with the news that she had at least avoided three figures by this slender margin in the second round of the English women's championship, sponsored by Powakaddy...

The challenge is to single-handedly sail around the world from British or French ports or Boston, Massachusetts, between September 1 and November 1 each year. The course must be in an east-west direction, the yachts will have to be fully scrutinized by French officials before departing and they must carry an Argos automatic satellite transponder...

SPORT IN BRIEF

Scottish civility

Edinburgh Civil Service, who won the B division of the European club hockey championship at Göteborg, Sweden, have earned the right for Menzieshill, the 1986 Scottish national champions, to play in the A division of the event next year (Sydney Friskin writes)...

Davis reigns

Steve Davis, crushed 18-12 in the world snooker championship final by Joe Johnson, is back on the winning trail in Brazil. Davis, the world No. 1, dropped only four frames in winning his three round-robin matches to capture the inaugural Brazilian Masters title in Sao Paulo...

Charity show

The London promoters, Greg Steene and Harry Holland, will stage a charity boxing cabaret evening at the London West Hotel on June 3. The proceeds will go towards installing a brain scanner at the Charing Cross Hospital, Fulham, in memory of Steve Watt, the Scottish waterweight champion...

Tennis goal

Düsseldorf (Reuter) - Mats Wilander, of Sweden, who starts the defence of his French Open tennis title in Paris next week, said here he had made winning Wimbledon his main target for the year. Wilander has never done well on the fast grass of Wimbledon. "This year it's most important for me to do well there," he said.

McEwan's job

Billy McEwan was yesterday named football manager of Sheffield United, fending off the challenge of Don Howe and Keith Burkinshaw. The Scot, aged 34, has been in charge since Ian Porterfield's departure in March.

Burrows's role

Frank Burrows, aged 42, the former assistant football manager at Sunderland, has been appointed manager of Cardiff City. He replaces Alan Durban, who was dismissed after Cardiff's relegation to the fourth division.

A screen test for Duff's skills

By Srikanar Sen, Boxing Correspondent

The elevation of Lloyd Honeyghan to the No. 1 position in the World Boxing Council rankings after his eighth-round victory over Horacio Simpfendorfer of the United States, completes a remarkable double for Honeyghan's manager, Mickey Duff, who as Frank Bruno's matchmaker helped lift the heavyweight to a similarly commanding position in the World Boxing Association heavyweight ratings two and a half months ago...

Duff has an uneasy knack of moving his boxes into strategic positions in the world ratings to strike just when the champion or the No. 1 is ready to fall, and while taking nothing away from Honeyghan or Bruno, their elevation is as much a triumph for Duff's matchmaking as for their boxing prowess...

Since making as much money as possible is the idea of the game, nobody minds. But even Duff's business acumen will be put to the test in the next 24 hours or so as he tries to find a way out of the television dispute that could put Bruno's world title bout with Tim Witherpoon, of the United States, in July, in jeopardy.

Logic may take second place

Witherspoon's manager, Don King, who is also the promoter of the world heavyweight series to unify the title, has a contract with ITV, but Bruno's promoter, Duff, is tied to the BBC. ITV have shown all three contests so far. According to King, Bruno is part of the heavyweight series and therefore it is reasonable to assume that his connections should go along with King's arrangements. But since big money is involved, logic may have to take second place...

If the dispute cannot be resolved, Bruno's bout with Witherpoon will be cancelled and Bruno will meet the winner of the bout between Witherpoon and Tony Tubbs, at a later date. Of course, the promoter will only have been swept under the carpet. When Bruno meets the winner of Tubbs and Witherpoon the arguments will start again...

Bruno's manager, Terry Lawless, was not too put out. He said: "Frank will be disappointed if the fight does not go on in London but personally I have never been in a rush to get this fight on. We know he will get his chance and he is only going to get better while this other fellow can only get worse..."

Honeyghan, too, must wait to hear what Donald Curry, the world waterweight champion, has to say about coming to London to defend. Duff believes that he can bring Curry here. He said yesterday that he would take a video to the United States to interest television companies in the world title bout...

Threat to the unified title

According to Duff, Curry is committed to defending the title under World Boxing Council rules and if he avoids Honeyghan he would be stripped of the WBC part of the unified title. Honeyghan would then meet Tommy Ayers, the No. 2, for the vacant title...

That bout should draw a larger crowd than the one that turned up on Tuesday night at Wembley to see Honeyghan take over Stamford's No. 1 position and Charlie Magri lose his European flyweight title. There were barely 2,500 people in a 10,000-capacity hall...

Magri fell to Duke McKenzie in the fifth and before the champion could be humiliated his manager, Lawless, pulled him out. Magri went home to have a talk with his wife about whether or not to carry on boxing. McKenzie went home with the European title...

Large entry

More than 170 yachts are due to start tonight from Gourock on the Firth of Clyde in the first race of the annual Scottish Series, the biggest event of this type for cruiser-racers outside Cowes week. They will race to the small fishing port of Tarbert on Loch Fyne where they will be joined by a smaller fleet setting off tonight from Beaugon in Northern Ireland...

Vertical advertisement on the right edge of the page, partially cut off. Visible text includes "Bottle of", "Rec", "in", "cre", "tomorrow", "weekend", "password", "big", "sold", "will three", "denied", "magi".